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ABSTRACT

In their annual employment reports of 1972, the 609 commercial television stations included in this study reported that 10 percent of their 39,071 full time employees were drawn from members of minority groups, a slight increase from the nine percent reported in 1971. The proportion of women employees (22 percent) did not change between 1971 and 1972. At the same time employment at the 609 stations rose by about one percent. In 1972, 22.5 percent of the stations reported no full time minority employees. Thirty-four percent had no minority group employees in upper level positions, and 77 percent had none in management. Although almost all stations reported that they had women among their full time employees, 75 percent of the women were engaged in office and clerical jobs. Eighteen percent of the stations indicated that they had no women in upper level positions. Over half had no women in management. Many stations show little or no response to the Federal Communications Commission-mandated priority of providing equal employment opportunities. Some have reduced the proportion of their staffs which are drawn from among minority group members and women. (Author/JK)

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TELEVISION STATION EMPLOYMENT PRACTICES: THE STATUS OF MINORITIES AND WOMEN

By
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OFFICE OF COMMUNICATION
UNITED CHURCH OF CHRIST

November, 1972

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INTRODUCTION

In their Annual Employment Reports for 1972, the 609 commercial television stations included in this study reported that 10% of their 39,071 full time employees were drawn from members of minority groups, a slight increase from the 9% reported in 1971. The proportion of women employees (22%) did not change between 1971 and 1972. At the same time total employment at the 609 stations rose by about 1%.

The slight progress represented in the national statistics for the employment of minority group members is offset by the fact that, in 1972, 22.5% of the 609 stations reported no full time minority employees. Thirty-four percent had no minority group employees in upper level positions, that is, employed as Officials and Managers, Professionals, Technicians and Sales Workers. Seventy-seven percent had none in Management.

Although almost all stations reported that they had women among their full time employees, 18% indicated that, in 1972, there were no women in the upper level positions. Over half of the stations had no women in management. Seventy-five percent of the 8,682 women employees reported in 1972 were engaged in Office and Clerical jobs.

The industry-wide record of slight improvement in minority group employment and maintenance of the status quo in the employment of women reflects gains by a relatively few stations, particularly in major markets. Many stations show little or no response to the FCC-mandated priority of providing equal employment opportunities. Some have actually reduced the proportion of their staffs which are drawn from among minority group members and women.

Copies of Annual Employment Reports for 1971 and 1972 which were used in this study were supplied to the Office of Communication by the Federal Communications Commission, the Honorable Dean Burch, chairman. Preparation of data, programming and processing on computer were conducted by Stanley Haidl, Data Processing Manager, National Council of the Churches of Christ in the U.S.A. Assisting in the study were Sandra J. Jirkal, Truman E. Parker, Doris R. Smith and David A. Tillyer.

Ralph M. Jennings
November, 1972

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NATIONWIDE EMPLOYMENT REPORT
COMMERCIAL TELEVISION STATIONS

Service "in the public interest, convenience and necessity" is required of all television and radio stations in the United States of America, according to the Communications Act of 1934. Equal employment opportunities are recognized by the Federal Communications Commission (FCC) as a requirement of operation in the public interest.[1] In June, 1969, the FCC issued specific rules designed to insure that each broadcast licensee follows a policy of employing racial minorities and women on a nondiscriminatory basis.

In May, 1971, each station was required to file its first Annual Employment Report (Form 395).[2] Stations filed a second Annual Employment Report in May, 1972. This study presents a comparative evaluation of the 1971 and 1972 Annual Employment Reports filed by 609 commercial television stations.[3]

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[1]The Office of Communication, Board for Homeland Ministries and Commission for Racial Justice of the United Church of Christ made the original petition to the FCC for rules prohibiting employment discrimination by broadcasters in early 1967. The rules were issued by the FCC after two years of intense activity by the Office of Communication, in which it was joined by more than 30 Senators and Representatives, the United States Department of Justice, the U. S. Civil Rights Commission, and a large number of religious and civic organizations.

[2]In addition to banning employment discrimination on the basis of race, nationality, sex, or religion, and the annual reporting of minority employment in various job categories, the rules require the establishment of procedures to recruit and employ members of minority groups and women; the maintenance by individual licensees of job training programs for minority people; and the submission of an equal employment opportunity program with each license renewal application. A copy of the FCC rule and definitions appear in Appendix A.

[3]The sample includes 88.9% of the 685 commercial main and satellite television stations in operation during 1971 and 1972. (Six satellite stations are included in the report of the parent facility.) The study has been limited by the number of Annual Employment Reports which the FCC has been able to supply to the Office of Communication. (Apparently a number

A subsequent report will concern the employment reports filed by non-commercial television stations.

Total Full Time and Part Time Employment: Nationwide Sample

The 609 commercial television stations reported that total employment in 1971 was 42,357 and in 1972 is 42,882, an increase of 525 workers, amounting to one percent.

FULL TIME, PART TIME
AND TOTAL EMPLOYMENT

	1971	1972	Change
Full Time	38,619	39,071	452+ (1%+)
Part Time	3,738	3,811	78+ (2%+)
Total	42,357	42,882	525+ (1%+)

The proportion of minority group employees among all full time and part time employees was 10 percent in 1971 and 11 percent in 1972.

MINORITY GROUP EMPLOYMENT
FULL TIME, PART TIME AND TOTAL

	1971	1972	Change
Full Time	3453 (9%)	4064 (10%)	611+ (1%+)
Part Time	628 (17%)	717 (19%)	89+ (2%+)
Total	4081 (10%)	4781 (11%)	700+ (1%+)

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of stations either failed to file a Form 395 in one or both years or their forms have been misplaced by the FCC.) The sample is also limited to stations for which we have received Annual Employment Reports for 1971 and 1972 which indicate five or more employees during each year. These limitations have been placed on the data to insure uniform statistics when comparing 1971 and 1972 figures.

Thus the slight increase in the proportion of minority group employees was roughly similar to the overall growth in total full time and part time employment of the industry, about 1%.

In general, increases in employment of minority group members were greatest among Blacks and Spanish-surnamed Americans and least among Orientals and American Indians. (See Table I for a detailed breakdown of nationwide statistics by sex and race for full time and part time employees.)*

Employment of women in full time and part time positions at the 609 stations was 9,396 (22 Percent) in 1971 and is 9,647 (also 22 percent) in 1972.

EMPLOYMENT OF WOMEN
FULL TIME, PART TIME, TOTAL

	1971	1972	Change
Full Time	8487 (22%)	8682 (22%)	195+ (0%)
Part Time	909 (24%)	965 (25%)	56+ (1%+)
Total	9396 (22%)	9647 (22%)	251+ (0%)

Upper Job Categories--National Sample

Over two-thirds of the full time employees at the 609 stations hold positions in the upper four job categories.

These categories accounted for 26,628 employees in 1971 and 27,131 in 1972, an increase of nearly 2% between the two years. The proportion of minority employment in these categories increased by about 1% from 1,816 (7%) in 1971 to 2,143 (8%) in 1972. There was also a 1% increase in the proportion of women in the upper four job categories. There were 1,673 (6%) female employees in 1971 and 1,865 (7%) in 1972. (See Table I for a detailed breakdown of national employment statistics in each of the job categories.)

Nevertheless, 75% of the women employed full time in television are in office and clerical jobs.

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*All tables appear in Appendix B.

Stations Without Minorities and Women--National Sample

The lack of industry-wide improvement in the employment of minority group members is underscored by the fact that there were 137 stations, 22.5% of the 609, reporting no minority group members in full time positions in 1972. (A list of these stations appears as Table II.)

A total of 211 commercial television stations, 34.6% of those reporting, listed no minority personnel in the upper four job categories in their 1972 reports. (A list of these stations appears as Table III.)

The number and percentage of the 609 stations employing no minority group members in each of the upper four job categories during 1972 are as follows:

NUMBER AND PERCENTAGE OF STATIONS
REPORTING NO MINORITY EMPLOYEES
IN UPPER FOUR JOB CATEGORIES

Job Category	Number of Stations	Percentage of Stations
Officials and Managers	470	77.2
Professionals	305	50.1
Technicians	335	55.0
Sales Workers	493	81.0

A number of stations actually decreased their employment of minority group members between 1971 and 1972. Twenty-eight stations (4.6%) decreased employment of minority Officials and Managers, 78 (12.8%) had fewer Professionals, 79 (12.9%) had fewer Technicians and 35 (5.8%) had fewer Sales Workers.

Almost all of the 609 commercial television stations reporting included women among their full time employees. Nearly three quarters of the women employees were found in Office and Clerical positions. Eighty-seven stations (14.3%) engaged women exclusively in Office and Clerical positions in 1972. (A list of these stations appears in Table IV.)

There were 108 stations (17.7%) which employed no women in the upper four job categories. (These stations are listed in Table V and by number below.)

NUMBER AND PERCENTAGE OF STATIONS
REPORTING NO WOMEN
IN UPPER FOUR JOB CATEGORIES

Job Category	Number of Stations	Percentage of Stations
Officials and Managers	317	52.1
Professionals	211	34.6
Technicians	524	86.0
Sales Workers	455	74.7

Some stations decreased employment of women in the upper four job categories between 1971 and 1972. Women employed as Officials and Managers were decreased at 52 stations (8.5%), as Professionals at 106 stations (17.9%), as Technicians at 30 stations (4.9%) and as Sales Workers at 34 stations (5.6%).

Total Employment--Top Fifty Markets

During 1972 television stations in the top 50 markets reported a total of 21,866 full time employees. Among them were 2,560 minority group members, about 11%. There were 4,891 women, 22.4%.

Upper Job Categories--Top Fifty Markets

The stations in the top 50 markets employed 14,435 persons in the upper four job categories, including 1,424 minority group members, 9.9%. The 1972 minority group proportion in each of the four job categories is:

TOP FIFTY MARKETS
MINORITY GROUP PROPORTION
OF FULL TIME EMPLOYEES IN UPPER FOUR JOB CATEGORIES

Job Category	Number of Minority Employees	Average Proportion of Minority Employees
Officials and Managers	151	3.8
Professionals	510	9.1
Technicians	528	6.5
Sales Workers	85	5.5

The minority population[4] in the top 50 markets and the proportion of minority group personnel in full time jobs is shown in Table VI. In each of these markets the minority group population is greater than the minority proportion of total full time employment. Between 1971 and 1972 the proportion of minority group personnel increased in 36 markets, remained the same in nine markets and was reduced in five markets. (See Table VII.)

The graph on page 7 illustrates clearly the proportional differences between minority population and minority employment by television stations in the top 50 markets.

Women were found in the following proportions in each of the upper four job categories in the top 50 markets:

TOP FIFTY MARKETS
PROPORTION OF WOMEN EMPLOYED FULL TIME
IN UPPER FOUR JOB CATEGORIES

Job Category	Number of Women Employees	Average Proportion of Women Employees
Officials and Managers	245	6.2
Professionals	576	12.3
Technicians	67	1.0
Sales Workers	79	5.9

Between 1971 and 1972 the proportion of women employed full time increased in 23 markets, remained the same in 16 markets and was reduced in 11 markets.

The proportion of full time employment and employment in each of the upper four job categories for minority group members and women for the year 1972 is presented in a series of bar graphs in Appendix C.

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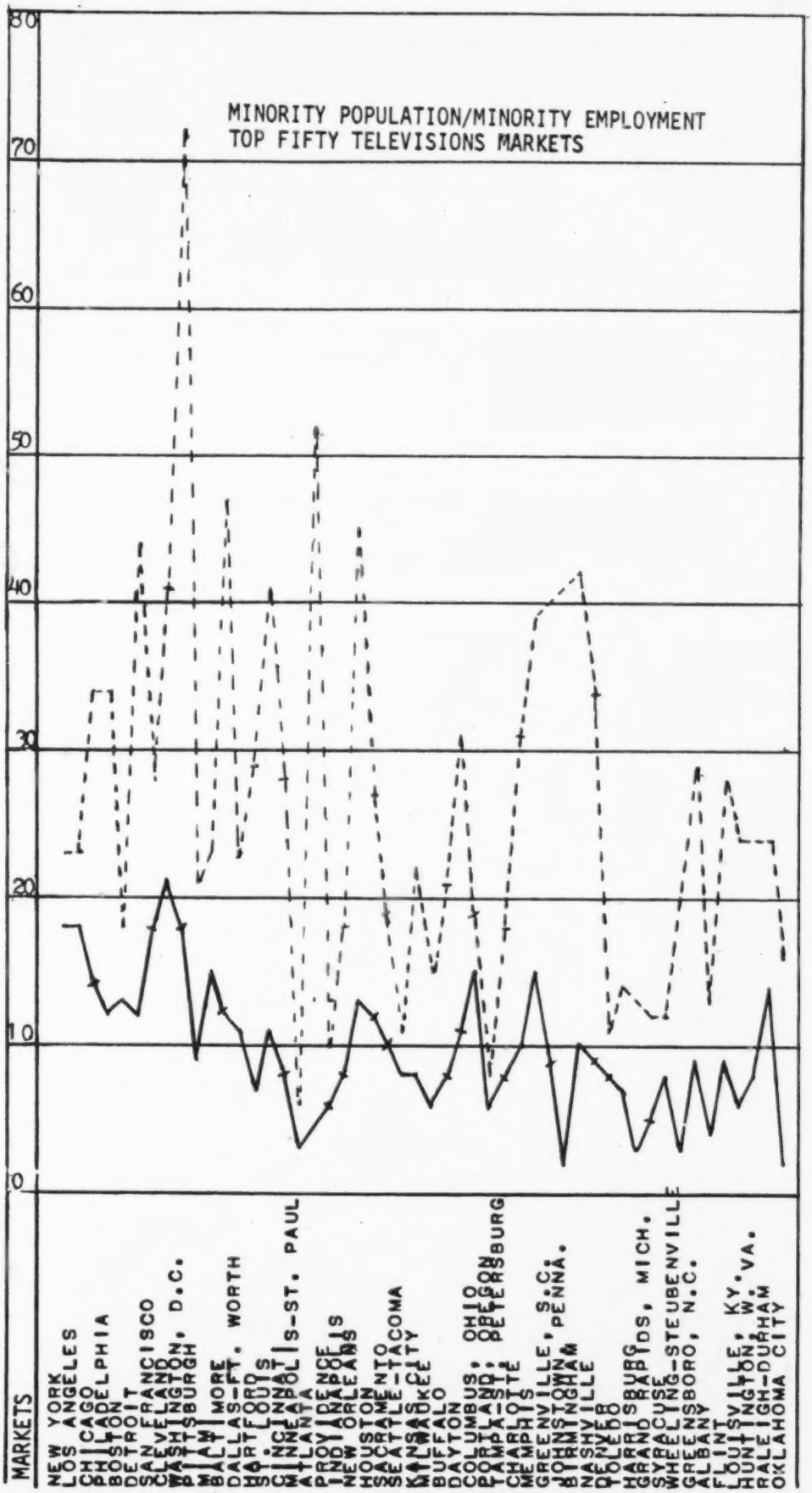
[4]U.S. Bureau of the Census, Statistical Abstract of the United States: 1971 (92d Edition) (Washington, D.C.: U.S. Government Printing Office, 1971).


MINORITY POPULATION/MINORITY EMPLOYMENT
TOP FIFTY TELEVISIONS MARKETS
80
70
60
50
40
30
20
10
0
MARKETS
NEW YORK
LOS ANGELES
CHICAGO
PHILADELPHIA
DETROIT
SAN FRANCISCO
WASHINGTON, D.C.
PITTSBURGH
BALTIMORE
DALLAS-FT. WORTH
HARTFORD
SCHENECTADY-ALBANY-TROY
MINNEAPOLIS-ST. PAUL
PROVIDENCE
NEW ORLEANS
HOUSTON
SEATTLE-TACOMA
KANSAS CITY
BUFFALO
DAYTON
COLUMBUS, OHIO
PORTLAND, OREGON
PETERSBURG
MEMPHIS
GREENSVILLE, S.C.
JOHNSTOWN, PENNA.
GREENVILLE
NASHVILLE
DAYTON
ROCHESTER
GRAND RAPIDS, MICH.
HARRISBURG
SYRACUSE
WHEELING-STEUBENVILLE
GREENSBORO, N.C.
ALBANY
FLINT
LOUISVILLE, KY.
HUNTINGTON, W. VA.
RALEIGH-DURHAM
OKLAHOMA CITY
PERCENTAGES
MINORITY POPULATION
BY MARKET --------
FULL TIME EMPLOYMENT
OF MINORITY GROUP
MEMBERS BY MARKET

Total Employment--Top Ten Markets

Among the 9,297 full time employees reported in the top ten markets for 1972, there were 1,464 minority group members (15.7%) and 2,048 women (22.0%). The proportion of minority employees in the top 10 markets is over 4% greater than in the top 50 markets. The proportion of women in the two groupings of stations is roughly similar.

Between 1971 and 1972 the proportion of minority group personnel employed full time increased in all but one of the top 10 markets. Employment of women increased or remained the same in all but one market. (Table VII)

Upper Job Categories--Top Ten Markets

Stations in the top 10 markets reported 6,475 full time employees in the upper four job categories during 1972. Minority group members were found in the following proportion in each of the upper four job categories in the top 10 markets:

TOP TEN MARKETS
PROPORTION OF MINORITY GROUP MEMBERS
EMPLOYED FULL TIME IN UPPER FOUR JOB CATEGORIES

Job Category	Number of Minority Employees	Average Proportion of Minority Employees
Officials and Managers	100	7.2
Professionals	314	14.6
Technicians	308	10.2
Sales Workers	56	12.3

The proportion of women employed full time in 1972 in the upper job categories is:

TOP TEN MARKETS
PROPORTION OF WOMEN EMPLOYED FULL TIME
IN UPPER FOUR JOB CATEGORIES

Job Category	Number of Women Employees	Average Proportion of Women
Officials and Managers	155	11.6
Professionals	290	13.5
Technicians	37	1.4
Sales Workers	38	8.2

The proportional representation of minority group members and women in upper job categories is greater among stations grouped in the top 10 markets than among stations grouped in the top 50 markets.

In general these figures appear to reflect a greater emphasis on the employment of minorities and women in larger markets as opposed to smaller markets, a trend which appears to be unrelated to the proportions of minorities and women found in the markets.

Total Employment--States

There were 16 states which had a lower minority population in 1972 than the proportion of minority group members employed full time by the commercial television stations licensed to them. Thirty-four states had a greater minority population than the proportion of full time minority personnel employed by the stations operating within their borders. These figures may be somewhat misleading, however, since both minority population and television stations are typically concentrated in large urban areas, rather than being distributed uniformly throughout a state.

Table VIII presents population statistics for the 50 states and indicates the proportion of minority group personnel found in full time employment and in each of the upper four job categories.

Twenty-nine states experienced an increase in the proportion of minority employees between 1971 and 1972, three experienced a decrease and 18 remained the same.

In no state was the employment of women as high as 30% of the full time work force and only in seven states did it exceed 25% in 1972. The proportion of women full time employees increased between 1971 and 1972 in 24 states, decreased in 12 states and remained the same in 14 states. Table IX shows full time employment statistics for stations reporting in each of the 50 states and three territories and indicates the number and proportion of minority and women employees for 1972 and the change in proportion from 1971.

It is important to keep in mind the real, as against the apparent, meaning of percentages of increase in minority group employment. Such increases may come about because of strong efforts by a few stations to recruit and hire minority employees rather than by industry-wide action.

In one state, Mississippi, for example, which has nine commercial television stations, there was an increase from 11% to 12% in the proportion of minority group members in full time positions between 1971 and 1972, a gain from

40 jobs to 42 jobs. However, in 1972, 38% of the minority employees (16 workers) are found at one station, WLBT, Jackson. Only three stations in Mississippi increased minority employment between 1971 and 1972, while four decreased it and two remained at the 1971 level. Thirty-seven percent of Mississippi's population is Black.

In 1972, WLBT reported that 21% of its full time employees were minority group members. The second highest proportion of minority group employees, 13%, was found at WCBI, Columbia. One station, WTWV, Tupelo, reported that it dropped its single minority employee in 1972.

In the upper four job categories, Mississippi stations reported 21 minority employees in 1971 and 23 in 1972. In 1972, 11 of the 23 employees (48%) in the upper four positions were employed by WLBT. The station increased this level by four between 1971 and 1972. Three stations, including WLBT, increased minority representation in the upper four job categories, while two stations reduced that representation and the remaining four stations held to the level reported in 1971. Two stations, WCBI, Columbia and, of course, WTWV, reported no minority group members in the upper four job categories both in 1971 and in 1972.

Trainees

Analysis of statistics concerning trainees reported in 1971 and 1972 Annual Employment Reports has been omitted from this study. There appears to have been considerable misinterpretation of the reporting procedures by stations in dealing with this category of employment. Because the data provided are not uniform, any statistical interpretation would be questionable.

APPENDIX A

FCC EQUAL EMPLOYMENT OPPORTUNITIES RULE AND DEFINITION

FEDERAL COMMUNICATIONS COMMISSION
EMPLOYMENT RULE

73.125 EQUAL EMPLOYMENT OPPORTUNITIES

(a) General Policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated standard, FM, television or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment because of race, color, religion, national origin or sex.

(b) Equal employment opportunity program. Each station shall establish, maintain, and carry out, a positive continuing program of specific practices designed to assure equal opportunity in every aspect of station employment policy and practice. Under the terms of its program, a station shall:

(1) Define the responsibility of each level of management to insure a positive application and vigorous enforcement of the policy of equal opportunity, and establish a procedure to review and control managerial and supervisory performance.

(2) Inform its employees and recognized employee organizations of the positive equal employment opportunity policy and program and enlist their cooperation.

(3) Communicate the station's equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin or sex, and solicit their recruitment assistance on a continuing basis.

(4) Conduct a continuing campaign to exclude every form of prejudice or discrimination based upon race, color, religion, national origin or sex, from the station's personnel policies and practices and working conditions.

(5) Conduct continuing review of job structure and employment practices and adopt positive recruitment, training, job design, and other measures needed in order to insure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility in the station.

(c) Applicants for construction permit for a new facility, for assignment of license or construction permit or for transfer of control (other than pro forma or involuntary assignments and transfers), and applicants for renewal of license who have not previously done so, shall file with the Commission programs designed to provide equal employment opportunities for Negroes, Orientals, American Indians, Spanish-surnamed Amercans, and women, or amendments to such programs. Guidelines for the preparation of such programs are set out in section VI of the appropriate application forms. See 32 FCC 2d 831. A program need not be filed by any station having less than five fulltime employees or with respect to any minority group which is represented in such insignificant numbers in the area that a program would not be meaningful. In the latter situation, a statement of explanation should be filed.

INSTRUCTIONS FOR COMPLETION OF FCC FORM 395
(Revised March 1972)

ANNUAL EMPLOYMENT REPORT
(The Report Form Consists of Sections I, II, III, IV and V)

GENERAL INSTRUCTIONS

1. **Who Must File.**

   a. All licensees and permittees of commercial and noncommercial AM, FM, Television and International BROADCAST stations with FIVE or more full-time employees.

   b. All licensees and permittees of COMMON CARRIER service stations with SIXTEEN or more full-time employees.

   c. All operators of CABLE TELEVISION SYSTEMS, both in that capacity and as licensees or permittees of cable television relay stations, if each such system (or "single employment unit" of which it is a part or "headquarters office" serving it) has FIVE or more full-time employees. (For discussion of term "single employment unit", see Section 76.311(b)(3).)

2. **When and Where to File.**

   Send TWO copies of each Annual Employment Report required under these instructions to the Federal Communications Commission 1919 M Street, N. W. Washington, D. C. 20554, no later than MAY 31 of each year.

3. **Reporting Period.**

   The employment data filed on FCC Form 395 must reflect the employment figures from any one payroll period in January, February, or March. The same payroll period should be used in each year's report.

4. **Reporting Units.**

   A - BROADCAST

   A separate Annual Employment Report (FCC Form 395) must be filed in duplicate:

   (1) *For each* AM, FM, TV and International Broadcast Station, whether commercial or noncommercial; except that a combined report may be filed for an AM and an FM station, both of which are:
   (a) under common ownership, *and*
   (b) assigned to the same principal city, or to different cities within the same standard metropolitan statistical area.

   (2) For *each* Headquarters Office of a multiple station owner at which the employees perform duties solely related to the operation of more than one broadcast station (A separate Form 395 need not be filed to cover headquarters employees whose duties relate to the operation of an AM and an FM station covered in a combined AM-FM report under (1) above, if all such employees are included in such combined AM-FM Report).

   (3) As a Consolidated Report, covering all station and headquarters employees covered in the separate reports which a multiple station owner must file under (1) and (2) above.

DO NOT RETURN THESE INSTRUCTIONS TO THE COMMISSION

B - COMMON CARRIER

A separate Annual Employment Report (FCC Form 395) must be filed in duplicate for each common carrier licensee in the following services:

(1) International Fixed Public
  (a) Space
(2) Domestic Public Land Mobile
(3) Point to Point Microwave
(4) Domestic Public Air Ground
(5) Rural Radio Service
(6) Local TV Transmission
(7) Telephone
  (a) Domestic
  (b) International
(8) Telegraph
  (a) Domestic
  (b) International

C - CABLE TELEVISION

A separate Annual Employment Report (FCC Form 395) must be filed:

(1) For each cable television system (including related cable television relay stations). (Exception: A combined report shall be filed instead where required by Section 76.311(e)(2) of the Commission's rules.)

(2) For each Headquarters Office, if that office has 5 or more full-time employees and its work is primarily related to the operations of more than one cable television system. (Exception: Where the cable television systems in question constitute one employment unit, and all the employees who would be covered by the Headquarters Office report are covered in the combined "single employment unit" report, a separate Headquarters Office report need not be filed.)

(3) As a Consolidated Report, covering all system and headquarters office employees covered in the separate reports which a multiple system owner must file under (1) and (2) above.

5. **Job Categories.**

The following "job category definitions" should be used in completing FCC Form 395. A "Comboman" is to be listed in the job category which represents the most important work done by that person; a "comboman" is to be listed only once.

a. Officials and Managers -- Occupations requiring administrative personnel who set broad policies, exercise over-all responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers and superintendents, salaried foremen who are members of management, purchasing agents and buyers, and kindred workers.

b. Professional -- Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: on-the-air personnel, accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations workers, physical scientists, physicians, social scientists, teachers and kindred workers.

c. Technicians -- Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through about 2 years of post high school education, such as is offered in many technical institutes

and junior colleges, or through equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, surveyors, technical illustrators, technicians (medical, dental, electronic, physical sciences), and kindred workers.

d. Sales -- Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and salesmen, insurance agents and brokers, real estate agents and brokers, stock and bond salesmen, demonstrators, salesmen and sales clerks, grocery clerks and cashier-checkers, and kindred workers.

e. Office and Clerical -- Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, cashiers, collectors (bills and accounts), messengers and office boys, office machine operators, shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, and kindred workers.

f. Craftsmen (skilled) -- Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid foremen and leadmen who are not members of management, mechanics and repairmen, skilled machining occupations, compositors and typesetters, electricians, engravers, job setters (metal), motion picture projectionlists, pattern and model makers, stationary engineers, tailors and tailoresses, and kindred workers.

g. Operatives (semiskilled) -- Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices [1](auto mechanics, bricklayers, carpenters, electricians, machinists, mechanics, plumbers, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, deliverymen and routemen, dressmakers and seamstresses, (except factory), dyers, furnacemen, heaters (metal), laundry and dry cleaning operatives, milliners, mine operatives and laborers, motormen, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, stationary firemen, truck and tractor drivers, weavers (textile), welders, and flamecutters, and kindred workers.

h. Laborers (unskilled) -- Workers in manual occupations which generally require no special training. Perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, gardeners (except farm) and groundskeepers, longshoremen and stevedores, lumbermen, raftsmen and wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

[1] Apprentices -- Persons employed in a program including work training and related instruction to learn a trade or craft which is traditionally considered an apprenticeship, regardless of whether the program is registered with a Federal or State agency.

i. Service Workers -- Workers in both protective and nonprotective service occupations. Includes: attendants (hospital and other institution, professional and personal service, including nurses aides, and orderlies), barbers, charwomen and cleaners, cooks (except household), counter and fountain workers, elevator operators, firemen and fire protection, guards and watchmen and doorkeepers, stewards, janitors, policemen and detectives, porters, waiters and waitresses, and kindred workers.

On-the-job trainees:

j. Production -- Persons engaged in formal training for Craftsmen (skilled) - when not trained under apprenticeship programs; Operatives (Semiskilled); Laborers (Unskilled); Service Workers; Apprentices.

k. White Collar -- Persons engaged in formal training for Officials and Managers; Professionals; Technicians; Sales; Office and Clerical.

6. **"All Employees".**

Include in this column *all* employees in the Reporting Unit.covered in the individual FCC Form 395, not just the total employees falling within the four categories of "Minority Group Employees".

7. **Minority Group Identification.**

(a) Minority group information necessary for this section may be obtained either by visual surveys of the work force, or from post-employment records as to the identity of employees. An employee may be included in the minority group to which he or she appears to belong, or is regarded in the community as belonging.

(b) Since visual surveys are permitted, the fact that minority group identifications are not present on company records is not an excuse for failure to provide the data called for.

(c) Conducting a visual survey and keeping post-employment records of the race or ethnic origin of employees is legal in all jurisdictions and under all Federal and State laws. State laws prohibiting inquiries and record-keeping as to race, etc., relate only to applicants for jobs, not to employees.

(d) FCC Form 395 provides for reporting Negroes, American Indians, Orientals, and Spanish Surnamed Americans, wherever such persons are employed. For purposes of this report, the term Spanish Surnamed Americans is deemed to include all persons of Mexican, Puerto Rican, Cuban, or Spanish origin. Identification may be made by inspection of records bearing the employees' names, by visual survey, by employees' use of the Spanish language, or other indications that they belong to this group. The following States are among those having large concentrations of Spanish Surnamed Americans: Arizona, California, Colorado, Florida, New Jersey, New Mexico, New York and Texas. Large concentrations of Spanish Surnamed Americans are found in particular localities in other States. In Alaska, include Eskimos and Aleuts with "American Indian."

8. **Networks.**

Broadcast licensees who operate statewide, regional or national networks file separate "Headquarters" reports for personnel assigned directly and primarily to the network operation. In cases where there are network offices and staffs in more than one city, a "Headquarters" report is to be filed for each city.

APPENDIX B

TABLES

TABLE I
COMMERCIAL

NATIONWIDE COMPARATIVE EMPLOYMENT REPORT FOR TV DATE 10/16/72

	ALL EMPLOYEES					BLACK				ORIENTAL		AMERICAN INDIAN		SPANISH AMERICAN		ALL MINORITIES	
	TOTAL	MALE		FEMALE		MALE		FEMALE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
CURR.YR.			%		%		%		%								%
PRIOR YR.			%		%		%		%								%
CHANGE			%		%		%		%								%
FULL TIME OFFICIALS & MANAGERS																	
CURR.YR.	**5515**	**4985**	**90%**	**530**	**10%**	**77**	**1%**	**23**	**%**	**14**	**12**	**9**	**3**	**112**	**15**	**265**	**5%**
PRIOR YR.	5290	4832	91%	439	8%	56	1%	14	%	15	9	9	2	98	7	210	4%
CHANGE	225+	153+	1%-	91+	2%+	21+	%	9+	%	1-	3+		1+	14+	8+	55+	1%+
FULL TIME PROFESSIONALS																	
CURR.YR.	**7925**	**6915**	**87%**	**1010**	**13%**	**386**	**5%**	**119**	**2%**	**35**	**8**	**16**	**5**	**172**	**35**	**776**	**10%**
PRIOR YR.	**7637**	**6648**	**87%**	**929**	**12%**	**339**	**4%**	**96**	**1%**	**24**	**6**	**8**	**4**	**137**	**22**	**636**	**8%**
CHANGE	288+	267+	%	81+	1%+	47+	1%+	23+	1%+	11+	2+	8+	1+	35+	13+	140+	2%+
FULL TIME TECHNICIANS																	
CURR.YR.	**11057**	**10989**	**99%**	**118**	**1%**	**486**	**4%**	**12**	**%**	**84**	**2**	**24**		**358**	**5**	**971**	**9%**
PRIOR YR.	**11146**	**11008**	**99%**	**110**	**1%**	**419**	**4%**	**11**	**%**	**71**		**26**		**333**	**5**	**865**	**8%**
CHANGE	**89-**	**19-**	**%**	**8+**	**%**	**67+**	**%**	**1+**	**%**	**13+**	**2+**	**2-**		**25+**		**106+**	**1%+**
FULL TIME SALES WORKERS																	
CURR.YR.	2634	2442	93%	207	8%	62	2%	10	%	4	3	4		38	10	131	5%
PRIOR YR.	**2546**	**2350**	**92%**	**195**	**8%**	**48**	**2%**	**5**	**%**	**3**	**3**	**6**	**1**	**32**	**7**	**105**	**4%**
CHANGE	**88+**	**92+**	**1%+**	**12+**	**%**	**14+**	**%**	**5+**	**%**	**1+**		**2-**	**1-**	**6+**	**3+**	**26+**	**1%+**
FULL TIME OFFICE & CLERICAL																	
CURR.YR.	7347	841	11%	6491	88%	166	2%	515	7%	6	70	2	35	59	219	1072	15%
PRIOR YR.	7492	915	12%	6551	87%	166	2%	427	6%	11	48	4	24	50	183	913	12%
CHANGE	**145-**	**74-**	**1%-**	**60-**	**1%+**		**%**	**88+**	**1%+**	**5-**	**22+**	**2-**	**11+**	**9+**	**36+**	**159+**	**3%+**
FULL TIME CRAFTSMEN																	
CURR.YR.	2474	2329	94%	145	6%	206	8%	13	1%	9		10	1	96	5	340	14%
PRIOR YR.	2441	2298	94%	119	5%	185	8%	11	%	15	1	8	1	82	3	306	13%
CHANGE	33+	31+	%	26+	1%+	21+	%	2+	1%+	6-	1-	2+		14+	2+	34+	1%+
FULL TIME OPERATIVES																	
CURR.YR.	**1337**	**1267**	**95%**	**69**	**5%**	**162**	**12%**	**9**	**1%**	**8**		**4**		**73**	**3**	**259**	**19%**
PRIOR YR.	1427	1347	94%	79	6%	155	11%	9	1%	5		4		68	5	246	17%
CHANGE	90-	80-	1%+	10-	1%-	7+	1%+		%	3+				5+	2-	13+	2%+
FULL TIME LABORERS																	
CURR.YR.	**146**	**139**	**95%**	**7**	**5%**	**42**	**29%**	**4**	**3%**	**2**		**2**		**21**		**71**	**49%**
PRIOR YR.	**184**	**179**	**97%**	**4**	**2%**	**47**	**26%**	**2**	**1%**	**2**		**1**		**27**	**2**	**81**	**44%**
CHANGE	38-	40-	2%-	3+	3%+	5-	3%+	2+	2%+			1+		6-	2-	10-	5%+
FULL TIME SERVICE WORKERS																	
CURR.YR.	**684**	**590**	**86%**	**94**	**14%**	**279**	**41%**	**37**	**5%**	**1**				**51**	**6**	**374**	**55%**
PRIOR YR.	**736**	**643**	**87%**	**90**	**12%**	**316**	**43%**	**43**	**6%**	**1**		**4**		**45**	**3**	**412**	**56%**
CHANGE	**52-**	**53-**	**1%-**	**4+**	**2%+**	**37-**	**2%-**	**6-**	**1%-**			**4-**		**6+**	**3+**	**38-**	**1%-**
FULL TIME TOTAL																	
CURR.YR.	39071	30390	78%	8682	22%	1851	5%	793	2%	162	95	72	43	771	277	4064	10%
PRIOR YR.	**38619**	**30125**	**78%**	**8487**	**22%**	**1664**	**4%**	**616**	**2%**	**145**	**67**	**70**	**33**	**662**	**196**	**3453**	**9%**
CHANGE	**452+**	**265+**	**%**	**195+**	**%**	**187+**	**1%+**	**177+**	**%**	**17+**	**28+**	**2+**	**10+**	**109+**	**81+**	**611+**	**1%+**

COMMERCIAL

NATIONWIDE COMPARATIVE EMPLOYMENT REPORT FOR TV — DATE 10/16/72

	ALL EMPLOYEES					BLACK				ORIENTAL		AMERICAN INDIAN		SPANISH AMERICAN		ALL MINORITIES	
	TOTAL	MALE		FEMALE		MALE		FEMALE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
PART TIME OFFICIALS & MANAGERS																	
CURR.YR.	55	44	80%	11	20%	3	6%	1	2%	1		1				6	11%
PRIOR YR.	49	43	88%	6	12%	5	10%	1	2%					2		8	16%
CHANGE	6+	1+	8%-	5+	8%+	2-	4%-		%	1+		1+		2-		2-	5%-
PART TIME PROFESSIONALS																	
CURR.YR.	910	681	75%	230	25%	94	10%	31	3%	5	7	6	1	29	5	178	20%
PRIOR YR.	780	593	76%	185	24%	77	10%	27	3%	4	4	2		20	7	141	18%
CHANGE	130+	88+	1%-	45+	1%+	17+	%	4+	%	1+	3+	4+	1+	9+	2-	37+	2%+
PART TIME TECHNICIANS																	
CURR.YR.	792	774	98%	16	2%	76	10%	1	%	11		2	1	25	1	117	15%
PRIOR YR.	828	811	98%	16	2%	64	8%		%	20		3		22		109	13%
CHANGE	36-	37-	%		%	12+	2%+	1+	%	9-		1-	1+	3+	1+	8+	2%+
PART TIME SALES WORKERS																	
CURR.YR.	59	26	44%	32	54%	2	3%	1	2%		1			5	1	10	17%
PRIOR YR.	37	22	59%	15	41%		%		%	2	1			4		7	19%
CHANGE	22+	4+	15%-	17+	13%+	2+	3%+	1+	2%+	2-				1+	1+	3+	2%-
PART TIME OFFICE & CLERICAL																	
CURR.YR.	820	243	30%	578	71%	38	5%	61	7%	5	1	2	2	20	18	147	18%
PRIOR YR.	855	257	30%	596	70%	36	4%	59	7%	2	8		2	12	18	137	16%
CHANGE	35-	14-	%	18-	1%+	2+	1%+	2+	%	3+	7-	2+		8+		10+	2%+
PART TIME CRAFTSMEN																	
CURR.YR.	387	366	95%	21	5%	43	11%	3	1%	6		4		21	2	79	20%
PRIOR YR.	342	324	95%	14	4%	31	9%	1	%	6		3		15	2	58	17%
CHANGE	45+	42+	%	7+	1%+	12+	2%+	2+	1%+			1+		6+		21+	3%+
PART TIME OPERATIVES																	
CURR.YR.	509	487	96%	24	5%	49	10%	3	1%	3		4	1	17	1	78	15%
PRIOR YR.	500	472	94%	20	4%	55	11%	4	1%	1		1		8	1	70	14%
CHANGE	9+	15+	2%+	4+	1%+	6-	1%-	1-	%	2+		3+	1+	9+		8+	1%+
PART TIME LABORERS																	
CURR.YR.	99	89	90%	10	10%	5	5%	2	2%			1		3	2	13	13%
PRIOR YR.	118	104	88%	14	12%	6	5%		%	5	1	2		2	1	17	14%
CHANGE	19-	15-	2%+	4-	2%-	1-	%	2+	2%+	5-	1-	1-		1+	1+	4-	1%-
PART TIME SERVICE WORKERS																	
CURR.YR.	234	186	80%	48	21%	63	27%	17	7%	2	2			13	1	98	42%
PRIOR YR.	240	197	82%	42	18%	78	33%	16	7%			3		13	1	111	46%
CHANGE	6-	11-	2%-	6+	3%+	15-	6%-	1+	%	2+	2+	3-				13-	4%-
PART TIME TOTAL																	
CURR.YR.	3811	2865	75%	965	25%	368	10%	120	3%	33	11	19	5	130	31	717	19%
PRIOR YR.	3738	2807	75%	909	24%	327	9%	103	3%	40	14	14	2	98	30	628	17%
CHANGE	73+	58+	%	56+	1%+	41+	1%+	17+	%	7-	3-	5+	3+	32+	1+	89+	2%+
TRAINEES WHITE COLLAR																	
CURR.YR.	443	303	68%	142	32%	59	13%	23	5%	2	1	3		43	34	165	37%
PRIOR YR.	482	349	72%	132	27%	72	15%	27	6%	2		1	2	12	6	122	25%
CHANGE	39-	46-	4%-	10+	5%+	13-	2%-	4-	1%-		1+	2+	2-	31+	28+	43+	12%+

COMMERCIAL

NATIONWIDE COMPARATIVE EMPLOYMENT REPORT FOR TV DATE 10/16/72

	ALL EMPLOYEES				BLACK				ORIENTAL		AMERICAN INDIAN		SPANISH AMERICAN		ALL MINORITIES		
	TOTAL	MALE		FEMALE	MALE		FEMALE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE			
TRAINEES PRODUCTION																	
CURR.YR.	338	313	93%	22 7%	78	23%	2	1%			2		91	3	176	52%	
PRIOR YR.	284	260	92%	22 8%	61	21%	1	%					9		71	25%	
CHANGE	54+	53+	1%+	1%-	17+	2%+	1+	1%+			2+		82+	3+	105+	27%+	

TABLE II
STATIONS EMPLOYING NO MINORITY
GROUP MEMBERS IN FULL TIME POSITIONS

020	KWHY	LOS ANGELES, CA
044	WLVT	ALLENTOWN, PA
062	WXON	DETROIT, MI
116	WATR	WATERBURY, CN
179	KTVW	TACOMA, WA
238	WTAG	ALTOONA, PA
261	WLYH	LEBANON- LANCASTER, PA
265	WSBA	YORK, PA
266	WKZO	KALAMAZOO, MI
294	WDRB	LOUISVILLE, KY
313	WJIM	LANSING, MI
322	WHEC	ROCHESTER, NY
336	KBYU	SALT LAKE CITY-PROVO, UT
352	WCKT	GREAT BEND, KS
354	KELD	GARDEN CITY, KS
357	KUPK	GARDEN CITY, KS
359	KTUC	ENSIGN, KS
360	KAYS	HAYS, KS
361	KLOE	GOODLAND, KS
366	WNEP	SCRANTON- WILKES BARRE, PA
367	WDAU	SCRANTON- WILKES BARRE, PA
377	WTVR	RICHMOND, VA
404	WMUR	MANCHESTER, VA
405	WBAY	GREENBAY, WI
406	WJMN	ESCANABA, MI
408	WLUK	GREENBAY, WI
409	WHBF	ROCK ISLAND, IL
411	WQAD	MOLINE, IL
424	WCHS	PORTLAND, OR
425	WATW	PORTLAND SPRINGS, ME
427	WGAN	PORTLAND, ME
440	WICD	CHAMPAIGN, IL
454	WOI	AMES, IA
462	KXLY	SPOKANE, WA
494	WSEE	ERIE, PA
496	WSIL	HARRISBURG, IL
506	WKOW	MADISON, WI
512	WBJA	BINGHAMTON, NY
513	WICZ	BINGHAMTON, NY
515	KORN	MITCHELL, SD
524	KCOO	ABERDEEN, SD
526	KHAS	HASTINGS, ND
530	KHOL	KEARNEY, NB
545	WWAY	WILMINGTON, NC
566	WTWO	TERRE HAUTE, IN
589	KTIU	SIOUX CITY, IA
611	WCAX	BURLINGTON, VT
612	WPTZ	NORTH POLE, NY

TABLE II
STATIONS EMPLOYING NO MINORITY
GROUP MEMBERS IN FULL TIME POSITIONS

625	KOAM	PITTSBURGH, KS
630	KBTX	BRYAN, TX
634	KMTC	SPRINGFIELD, MO
646	WDIO	DULUTH-SUPERIOR, WI
648	KGLO	MASON CITY, IA
649	KAUS	AUSTIN, MN
651	KXJB	VALLEY CITY, ND
652	WDAY	FARGO, ND
663	KPBN	TRAVERSE CITY, MI
665	WWTV	CADILLAC, MI
674	WDHN	DOTHAN, AL
675	WKBT	LA CROSSE, WI
676	WEAU	EAU CLAIRE, WI
677	WXOW	LA CROSSE, WI
685	WUTR	UTICA, NY
690	KHQA	HANNIBAL, MO
691	WGEM	QUINCY, IL
702	KRDO	COLORADO SPRINGS, CO
713	KRCR	REDDING, CA
715	KHSL	CHICO, CA
718	KMOS	SEDALIA, MO
719	KEZI	EUGENE, OR
720	KVAL	EUGENE, OR
721	KPIC	ROSEBURG, OR
722	KCBY	COOSBAY, OR
731	WSAU	WAUSAU, WI
732	WAOW	WAUSAU, WI
735	WLBZ	BANGOR, ME
736	WABI	BANGOR, ME
737	WEMT	BANGOR, ME
745	WBMT	WALKER, MN
747	KFYR	BISMARCK, ND
748	KUMV	WILLISTON, ND
749	KMOT	MINOT, ND
751	KXMD	WILLISTON, ND
752	KXMB	WILLISTON, ND
760	KNDO	YAKIMA, WA
763	KLEW	LEWISTON, ID
764	KEPR	PASCO, WA
765	KAAP	YAKIMA, WA
770	KYCO	CHEYENNE, WY
771	KTUS	STERLING, CO
780	KSHO	LAS VEGAS, NV
783	KEYZ	MANKATO, MN
784	WWNY	CARTHAGE, NY
801	WSYE	ELMIRA, NY
802	WENY	ELMIRA, NY
806	KIFI	IDAHO FALLS, ID

TABLE II
STATIONS EMPLOYING NO MINORITY
GROUP MEMBERS IN FULL TIME POSITIONS

809	WBBH	FT. MYERS, FL
812	WLUC	MARQUETTE, MI
813	KAIT	JONESBORO, AR
814	KXLF	BUTTE, MT
816	KBIM	ROSWELL, NM
819	KDUH	HAY SPRINGS, NB
827	KFBB	GREAT FALL, MT
831	KTWO	CASPER, WY
832	KWRB	LANDER, WY
834	WTWV	TUPELO, MS
835	WLFI	LAFAYETTE, IN
836	KIEM	EUREKA, CA
837	KUIQ	EUREKA, CA
839	WHIZ	ZANESVILLE, OH
840	WJAN	CANTON, OH
841	KMVT	TWIN FALLS, ID
842	KUFD	FT. DODGE, IA
845	KREY	MONTROSE, CA
847	KMIR	PALM SPRINGS, CA
849	KUDO	SALEM, OR
850	WTAP	PARKERSBURG, WV
851	KAGM	PRESQUE ISLAND, ME
853	KECC	EL CENTRO, CA
856	WHAE	HAGERSTOWN, MD
857	KNOP	NORTH PLATTE, NB
862	KOTI	KLAMATHFALL, OR
863	KCND	PEMBINA, ND
865	KFIZ	FON DU LAC, WI
866	KDIX	DICKINSON, ND
867	KBLL	HELENA, MT
868	KXGN	GLENDIVE, MT
869	KGTO	FAYETTEVILLE, AR
870	WHKY	HICKORY, NC
871	WCMC	WILDWOOD, NJ
873	WAIM	ANDERSON, SC
876	KDUB	DUBUQUE, IA
885	WVNY	BURLINGTON, VT
887	KHAR	ANCHORAGE, AK
888	KTVA	ANCHORAGE, AK
889	KFAR	FAIRBANKS, AK

TOTAL STATIONS 136, 22.33%

TABLE III
STATIONS EMPLOYING NO
MINORITIES IN UPPER FOUR
JOB CATEGORIES, FULL TIME

*020	KWHY	Los Angeles, CA	322	WHEC	Rochester, NY
026	KBSC	Corona-LA, CA	331	KUTV	Salt Lake City, UT
044	WLUT	Allentown, PA	*352	KCKT	Great Bend, KA
*062	WXON	Detroit, MI	*354	KELO	Garden City, KA
116	WATR	Waterbury, CN	*357	KUPK	Garden City, KA
124	KDNL	St. Louis, MO	*359	KTVC	Ensign, KA
136	KMSP	Minn/St. P., MN	*360	KAYS	Hays, KA
151	WTTV	Bloomington, IN	*361	KLOE	Goodland, KA
179	WTVW	Tacoma, WA	366	WNEP	Scranton/W.B., PA
190	WISN	Milwaukee, WI	*367	WDAU	Scranton/W.B., PA
212	KPTV	Portland, OR	368	WBRE	W.B./Scranton, PA
*238	WTAE	Altoona, PA	*377	WTVR	Richmond, VA
243	WAPI	Birmingham, AL	394	KMST	Monterey, CA
244	WBMG	Birmingham, AL	397	KATV	Littlerock, AR
257	WDHO	Toledo, OH	*404	WMUR	Manchester, NH
259	WBGU	Bowling Green, OH	*405	WBAY	Greenbay, WI
261	WLYH	Lebanon-La, PA	406	WJMN	Escanaba, MI
265	WSBA	York, PA.	409	WHBF	Rock Island, IL
266	WKZO	Kalamazoo, MI	410	WOC	Davenport, IA
279	WREB	Albany, NY	411	WQAD	Moline, IL
*294	WDRB	Louisville, KY	421	WBIR	Knoxville, TN
298	WHTN	Huntington, WV	424	WCSH	Portland, MN
313	WJIM	Lansing, MI	425	WNIW	Poland Spr., ME

427	WGAN	Portland, ME	566	WTWO	Terre Haute, IN
440	WICD	Champaign, IL	567	WTHI	Terre Haute, IN
454	WOI	Ames, IA	570	KATZ	Lafayette, LA
462	KXLY	Spokane, WA	*577	WKAB	Montgomery, AL
469	WNDU	Southbend, IN	582	KTXT	Lubbock, TX
*490	WOLO	Columbia, GA	586	KSEL	Lubbock, TX
*492	WIZU	Erie, PA	589	WTIV	Sioux City, IA
*494	WSEE	Erie, PA	591	KMEG	Sioux City, IA
*496	WSIL	Harrisburg, IL	608	WAAY	Huntsville, AL
500	KFUS	Cape Girard, MO	611	WCAX	Burlington, NH
506	WKOW	Madison, WI	612	WPTZ	North Pole, NY
507	WWLP	Springfield, MA	*620	KGNC	Amarillo, TX
*509	WHYN	Springfield, MA	*621	KUII	Amarillo, TX
511	WBNE	Binghamton, NY	622	KEDA	Amarillo, TX
*512	WBJA	Binghamton, NY	625	KOAM	Pittsburgh, KS
*513	WICZ	Binghamton, NY	629	KWTX	Waco, TX
*515	KORN	Mitchell, SD	*630	KBTX	Bryan, TX
524	KCOO	Aberdeen, SD	637	KYTV	Springfield, MO
526	KHAS	Hastings, NB	638	KTTS	Springfield, MO
530	KHOL	Kearney, NB	639	KMTC	Springfield, MO
537	WKJG	Ft. Wayne, IN	646	WDID	Duluth, MN
546	WECT	Wilmington, NC	*649	KGLO	Mason City, IA
548	WAKQ	Akron, OH	649	KAUS	Austin, MN
550	WTVO	Rockford, IL	651	KXJB	Valley City, ND
553	WJHL	Johnson City, TN	652	WDAY	Fargo, ND
*554	WKPT	Kingsport, TN	658	KTSB	Topeka, KS

Table III

NO MINORITY
(in top four job categories)

*662	WBLG	Lexington, KY	731	WSAU	Wausau, WI
663	WPBN	Traverse City, MI	732	WAOW	Wausau, WI
665	WWTV	Cadilac, MI	735	WLBZ	Bangor, ME
*668	KFDX	Wichita Falls, TX	*736	WABI	Bangor, ME
670	KSWO	Lawton, OK	737	WEMT	Bangor, ME
672	KHFI	Austin, TX	740	KMID	Midland, TX
*674	WDHN	Dothan, AL	*742	KMOM	Monahans, TX
675	WKBT	La Crosse, WI	*745	KNMT	Walker, MN
676	WEAU	Eau Claire, WI	*747	KFYR	Bismarck, ND
*677	WXOW	La Crosse, WI	*748	KUMV	Williston, ND
*684	WKTV	Utica, NY	*749	KMOT	Minot, ND
685	WUTR	Utica, NY	*751	KXMD	Williston, ND
690	KHQA	Hannibal, MO	*752	KXMB	Bismarck, ND
691	WGEM	Quincy, IL	754	WJHG	Panama City, FL
702	KRDO	Colorado Springs, CO	757	KBOI	Boise, ID
703	WSAV	Savannah, GA	*760	KNDO	Yakima, WA
713	KRCR	Redding, CA	*761	KNDU	Richland, WA
715	KHSL	Chico, CA	762	KIMA	Yakima, WA
719	KEZI	Eugene, OR	*763	KLEW	Lewiston, ID
720	KUAL	Eugene, OR	*764	KEPR	Pasco, WA
*721	KPIC	Roseburg, OR	*765	KAPP	Yakima, WA
*722	KCBY	Coos Bay, OR	*770	KYZU	Cheyenne, WY
*723	KEYT	Santa Barbara, CA	*771	KTVS	Sterling, CO
724	KCDY	Santamaria, CA	777	KVVU	Henderson, NV
729	KLTV	Tyler, TX	778	KLAS	Las Vegas, NV
730	KTRE	Lufkin, TX	*780	KSHO	Las Vegas, NV

NO MINORITY
(in top four job categories)

*782	WBOY	Clarksbury, WV	841	KMVT	Twin Falls, ID
783	KEYZ	Mankato, MN	842	KUFD	Ft. Dodge, IA
784	WWNY	Carthage, NY	847	KMIR	Palmspring, CA
*788	WCBI	Columbus, MS	849	KVDO	Salem, OR
*791	KMED	Medford, OR	850	WTAP	Parkersburg, WV
792	KVOS	Bellingham, WA	851	WAGM	Presque Isle, ME
798	KCRL	Reno, NV	*853	KECC	El Centro, CA
*801	WSYE	Elmira, NY	855	WTUX	Ft. Pierce, FL
*802	WENY	Elmira, NY	856	WHAG	Hayerstown, MD
804	KULR	Billings, MT	859	WCFT	Tusculoosa, AL
*806	KIFI	Idaho Falls, ID	861	WBKO	Bowling Green, KY
808	WINK	Ft. Myers, FL	*862	KOTI	Klamath Falls, OR
809	WBBH	Ft. Myers, FL	863	KCND	Pembina, ND
*813	KAIT	Jonesboro, AR	*864	WLBC	Muncie, IN
814	KXLF	Butte, MT	*866	KDIX	Dickinson, ND
816	KBIM	Roswell, NM	*867	KBLL	Helena, MT
826	KRTV	Great Falls, MT	*868	KXGN	Glendive, MT
827	KFBB	Great Falls, MT	*869	KGTO	Fayetteville, AL
*831	KTWO	Casper, WY	*870	WHKY	Hickory, NC
*834	WTWV	Tupelo, MS	*871	WCMC	Wildwood, NJ
835	KLFI	Lafayette, IN	873	WAIM	Anderson, SC
*836	KIEM	Eureka, CA	*876	KDUB	Dubuque, IA
837	KUIQ	Eureka, CA	*878	KOAI	Flagstaff, AZ
839	WHIZ	Zanesville, OH	*882	WRAU	Peoria, IL
840	WJAN	Canton, OH	*885	WVNY	Burlington, VT

Table III

NO MINORITY -5-
(in top four job categories)

*887	KHAR	Anchorage, AK
*888	KTVA	Anchorage, AK
*889	KFAR	Fairbanks, AK
896	WIPM	Mayaguey, PR

TOTAL 211 STATIONS: 34.64%

*indicates stations with neither minorities nor women employed.

TABLE IV
STATIONS EMPLOYING WOMEN ONLY
IN OFFICE AND CLERICAL POSITIONS

024	KMEX	Los Angeles, CA
034	WFLO	Chicago, IL
062	WXON	Detroit, MI
083	WFAN	Washington, DC
084	WDCA	Washington, DC
162	WGNO	New Orleans, LA
186	KSMA	Kansas City, MO
283	WTAG	Altoona, PA
294	WDRB	Louisville, KY
346	KWEX	San Antonio, TX
347	WESH	Orlando- Daytona Beach, FL
359	KTVC	Ensign, KA
360	KAYS	Hays, KA
361	KLOE	Goodland, KA
367	WDAU	Scranton- Wilkes Barre, PA
375	KBLU	Yuma, AZ
377	WTVR	Richmond, VA
390	WRFT	Roanoke, VA
404	WMUR	Manchester, NH
446	WTVM	Columbus, GA
486	WEHT	Evansville, IN
490	WOLO	Columbia, SC
492	WICU	Erie, PA
494	WSEE	Erie, PA
496	WSIL	Harrisburg, IL
498	WPSD	Paducah, KY
509	WHYN	Springfield, MA
513	WICZ	Binghamton, NY
515	KORN	Mitchell, SD
524	KCOO	Aberdeen, SD
554	WKPT	Kingsport, TN
585	KLBK	Lubbock, TX
587	KMXN	Lubbock, TX
627	KUHI	Joplin, MO
630	KBTX	Bryan, TX
662	KBLG	Lexington, KY
663	WPBN	Traver City, MI
674	WDHN	Dothan, AL
677	WXOW	LaCrosse, WI
684	WKTV	Utica, NY
688	KELP	El Paso, TX
701	KKTV	Colorado Spring, CO
718	KMOS	Sedalia, MO
723	KEYT	Santa Barbara, CA
728	KTXS	Sweetwater, TX
733	WAEO	Rhinelander, WI
742	KMOM	Monahans, TX

TABLE IV
STATIONS EMPLOYING WOMEN ONLY
IN OFFICE AND CLERICAL POSITIONS

745	KMMT	Walker, MN
747	KFYR	Bismarck, ND
748	KUMV	Williston, ND
749	KMOT	Minot, ND
750	KXMC	Minot, ND
752	KXMB	Williston, ND
755	WTOK	Meridian, MS
760	KNDO	Yakima, WA
761	KNDU	Richland, WA
763	KLEW	Lewiston, ID
764	KEPR	Pasco, WA
765	KAPP	Yakima, WA
770	KYCO	Cheyenne, WY
771	KTVS	Sterling, CO
772	KSTF	Scottsbluff, NB
777	KVVU	Henderson, NV
780	KSHO	Las Vegas, NV
782	WBOY	Clarksburg, WV
788	WCBI	Columbus, MS
791	KMED	Medford, OR
801	WSYE	Elmira, NY
831	KTWO	Casper, WY
832	KWRB	Lander, WY
834	WTWV	Tupelo, MS
843	KREX	Grand Junction, CO
845	KREY	Montrose, CO
853	KECC	El Centro, CA
857	KNOP	North Platt, NB
862	KOTI	Klamath Fall, OR
866	KDIX	Dickinson, ND
867	KBLL	Helena, MT
869	KGTO	Fayetteville, AR
870	WHKY	Hickory, NC
876	KDUB	Dubuque, IA
878	KOAI	Flagstaff, AZ
885	WVNY	Burlington, VT
887	KHAR	Anchorage, AK
889	KFAR	Fairbanks, AK
904	WTSJ	San Juan, PR

TOTAL STATIONS 87, 14.28%

TABLE V
STATIONS EMPLOYING NO
WOMEN IN UPPER FOUR JOB CATEGORIES, FULL TIME

*020	KWHY	Los Angeles, CA	*404	WMUR	Manchester, NH
023	KHOF	San Bernardino, CA	*405	WBAY	Greenbay, WI
024	KMEX	Los Angeles, CA	446	WTVM	Columbus, GA
034	WFLD	Chicago, IL	463	KHQ	Spokane, WA
*062	WXON	Detroit, MI	486	WEHT	Evansville, IN
077	WUAB	Lorain-CL, OH	*490	WOLO	Columbia, GA
084	WDCA	Washington, DC	*492	WIZU	Erie, PA
186	KBMA	Kansas City, MO	*494	WSEE	Erie, PA
*238	WTAE	Altoona, PA	*496	WSIL	Harrisburg, IL
*294	WDRB	Louisville, KY	498	WPSD	Paducah, KY
333	KSL	Salt Lake City, UT	*509	WHYN	Springfield, MA
346	KWEX	San Antonio, TX	*512	WBJA	Binghamton, NY
347	WESH	Orlando/DA, FL	*513	WICZ	Binghamton, NY
*352	WCKT	Great Bend, KS	*515	KORN	Mitchell, SD
*354	KELO	Garden City, KS	524	KCOO	Aberdeen, SD
*357	KUPK	Garden City, KA	*548	WAKQ	Akron, OH
359	KTVC	Ensign, KS	*554	WKPT	Kingsport, TN
*360	KAYS	Hays, KA	*577	WKAB	Montgomery, AL
*361	KLOE	Goodland, KA	585	KLBK	Lubbock, TX
*367	WDAU	Scranton/W-B, PA	*620	KGNC	Amarillo, TX
375	KBLU	Yuma, AZ	*621	KUII	Amarillo, TX
*377	WTVR	Richmond, VA	627	KUHI	Joplin, MO
390	WRFT	Roanoke, VA	*630	KBTX	Bryan, TX

*648	KGLO	Mason City, IA	*761	KNDU	Richland, WA
*662	WBLG	Lexington, KY	*763	KLEW	Lewiston, ID
*668	KFDX	Wichita Falls, TX	*764	KEPR	Pasco, WA
*674	WDHN	Dothan, AL	*765	KAPP	Yakima, WA
*677	WXOW	La Crosse, WI	*770	KYCU	Cheyenne, WY
*684	WKTV	Utica, NY	*771	KTVS	Sterling, CO
686	KROD	El Paso, TX	772	KSTF	Scottsbluff, NB
687	KTSM	El Paso, TX	774	KGBT	Harlinger, TX
688	KELP	El Paso, TX	*777	KVVU	Henderson, NV
701	KKTV	Col. Springs, CO	*780	KSHO	Las Vegas, NV
716	KOMU	Columbia, MO	*782	WBOY	Clarksburg, WV
*721	KPIC	Roseburg, OR	*788	WCBI	Columbus, MO
*722	KCBY	Coos Bay, OR	*791	KMED	Medford, OR
*723	KEYT	Santa Barbara, CA	*801	WSYE	Elmira, NY
733	WAEO	Rhinelander, WI	*802	WENY	Elmira, NY
*736	WABI	Bangor, ME	*806	KIFI	Idaho Falls, ID
*742	KMOM	Monahans, TX	*813	KAIT	Jonesboro, AR
*745	KNMT	Walker, MN	*831	KTWO	Casper, WY
*747	KFYR	Bismarck, ND	*834	WTWV	Tupelo, MS
*748	KUMV	Williston, ND	*836	KIEM	Eureka, CA
*749	KMOT	Minot, ND	*853	KECC	El Centro, CA
750	KXMC	Minot, ND	*862	KOTI	Klamath Falls, OR
*751	KXMD	Williston, ND	*864	WLBC	Muncie, IN
*752	KXMB	Bismarck, ND	*866	KDIX	Dickinson, ND
*760	KNDO	Yakima, WA	*867	KBLL	Helena, MT

Table V

WITHOUT WOMEN -3-
(in top four job categories)

868	KXGN	Glendive, MT
*869	DGTO	Fayetteville, AL
*870	WHKY	Hickory, NC
*871	WCMC	Wildwood, NJ
*876	KDUB	Dubuque, IA
*878	KOAI	Flagstaff, AZ
*882	WRAU	Peoria, IL
*885	WVNY	Burlington, NY
*887	KHAR	Anchorage, AK
889	KFAR	Fairbanks, AK
900	WSUR	Ponce, PR
909	KSVI	Christian, VI

TOTAL 108 STATIONS: 17.73%

*indicates stations with neither minorities nor women employed.

TABLE VI

Market by Market

Proportion of Minority Population
and Proportion of Minority Employment in
Top Four Job Categories and Total Full Time Positions

MARKET	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
New York	23.3 %	12%	14%	13%	16%	18%
Los Angeles	22.8 %	10%	17%	13%	22%	18%
Chicago	34.4 %	6%	20%	9%	15%	14%
Philadelphia	34.3 %	8%	10%	5%	11%	12%
Boston	18.2 %	7%	8%	12%	4%	13%
Detroit	44.4 %	5%	12%	7%	8%	12%
San Francisco	28.4 %	13%	18%	15%	14%	18%
Cleveland	40.9 %	6%	11%	10%	5%	21%
Washington, D.C.	72.39%	4%	25%	12%	15%	18%
Pittsburgh	20.8 %	4%	10%	4%	13%	9%
Miami	23.2 %	8%	10%	16%	4%	15%
Baltimore	47 %	7%	9%	8%	5%	12%
Dallas - Fort Worth	23.2 %	6%	8%	4%	0%	11%
Hartford	29.1 %	0%	11%	7%	8%	7%
St. Louis	41.3 %	2%	8%	3%	9%	11%
Cincinnati	28 %	6%	5%	3%	10%	8%

TABLE VI
Market by Market

Proportion of Minority Population
and Proportion of Minority Employment in
Top Four Job Categories and Total Full Time Positions

MARKET	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
Minneapolis - St. Paul	5.5%	0%	6%	2%	0%	3%
Atlanta	51.5%	2%	12%	14%	7%	13%
Providence	10 %	3%	4%	5%	0%	6%
Indianapolis	18.2%	2%	9%	5%	4%	8%
New Orleans	45.1%	4%	3%	6%	14%	13%
Houston	26.6%	3%	11%	7%	0%	12%
Sacramento	18.5%	3%	9%	9%	0%	10%
Seattle - Tacoma	10.8%	2%	9%	9%	0%	8%
Kansas City	22 %	0%	10%	6%	5%	8%
Milwaukee	15 %	0%	6%	5%	0%	6%
Buffalo	21.2%	4%	9%	5%	5%	8%
Dayton	30.7%	5%	9%	4%	11%	11%
Columbus, Ohio	19 %	6%	15%	5%	14%	15%
Portland, Oregon	7.8%	2%	7%	2%	0%	6%
Tampa - St.Petersburg	17.7%	0%	4%	7%	0%	8%
Charlotte	30.7%	3%	7%	7%	0%	10%

TABLE VI
Market by Market

Proportion of Minority Population
and Proportion of Minority Employment in
Top Four Job Categories and Total Full Time Positions

MARKET	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
Memphis	39.2%	7%	7%	16%	15%	15%
Greenville - Spartansburg		0%	11%	4%	0%	9%
Johnstown		0%	5%	2%	0%	2%
Birmingham	42.1%	0%	7%	4%	0%	10%
Nashville	33.8%	2%	12%	5%	0%	9%
Denver	10.8%	0%	11%	5%	0%	8%
Toledo	14.3%	4%	7%	2%	0%	7%
Harrisburg, Pa.		6%	4%	6%	0%	3%
Grand Rapids, MI	11.6%	0%	3%	3%	0%	5%
Syracuse, NY	11.6%	3%	5%	5%	14%	8%
Wheeling - Steubenville		0%	10%	3%	0%	3%
Greensboro	29.1%	0%	9%	8%	0%	9%
Albany, NY	13 %	3%	5%	3%	13%	4%
Flint, MI	28.4%	10%	8%	3%	6%	9%
Louisville, KY	24 %	2%	8%	0%	5%	6%
Huntington, WV						

TABLE VI

Market by Market

Proportion of Minority Population
and Proportion of Minority Employment in
Top Four Job Categories and Total Full Time Positions

MARKET	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
Raleigh - Durham, NC	23.7%	3%	7%	7%	5%	8%
Oklahoma City	16.1%	3%	3%	7%	0%	14%

TABLE VII

FULL TIME
TOTAL BY MARKET

MARKET	Total Employment	WOMEN			MINORITY		
		Total 1972	% 1972	% Change From 1971	Total 1972	% 1972	% Change From 1971
NEW YORK CITY	1549	385	25 %	%	279	18 %	+ 1 %
LOS ANGELES, CA	1566	342	22 %	%	286	18 %	+ 3 %
CHICAGO, IL	1381	290	21 %	%	191	14 %	+ 3 %
PHILADELPHIA, PA	843	182	22 %	%	102	12 %	+ 1 %
BOSTON, MA	730	156	21 %	%	93	13 %	+ 4 %
DETROIT, MI	637	130	20 %	- 1 %	77	12 %	+ 1 %
SAN FRANCISCO, CA	862	198	23 %	+ 3 %	155	18 %	+ 4 %
CLEVELAND, OH	565	122	22 %	+ 4 %	70	12 %	+ 1 %
WASHINGTON, D.C.	721	156	22 %	+ 2 %	131	18 %	%
PITTSBURGH, PA	452	87	19 %	%	40	9 %	+ 1 %
MIAMI, FL	594	152	26 %	+ 1 %	91	15 %	- 4 %
BALTIMORE, MD	437	88	20 %	%	53	12 %	+ 1 %
DALLAS-FT.WORTH, TX	614	124	20 %	+ 2 %	68	11 %	+ 3 %
HARTFORD, CN	338	70	21 %	- 1 %	25	7 %	%
ST. LOUIS, MO	506	118	23 %	- 1 %	54	11 %	+ 1 %
CINCINNATI, OH	473	102	22 %	+ 1 %	38	8 %	%
MINNEAPOLIS ST. PAUL, MN	525	120	23 %	%	16	3 %	- 1 %
ATLANTA, GA	449	117	26 %	%	56	13 %	+ 2 %
PROVIDENCE, RI	250	53	21 %	- 3 %	14	6 %	+ 2 %
INDIANAPOLIS, IN	382	88	23 %	%	31	8 %	+ 1 %
			%	%		%	%

TABLE VII
FULL TIME
TOTAL BY MARKET

MARKET	Total Employment	WOMEN Total 1972	WOMEN % 1972	WOMEN % Change From 1971	MINORITY Total 1972	MINORITY % 1972	MINORITY % Change From 1971
NEW ORLEANS, LA	265	60	23 %	+ 1 %	33	13 %	+ 1 %
HOUSTON, TX	385	84	22 %	+ 1 %	46	12 %	+ 1 %
SACRAMENTO, CA	348	69	20 %	+ 2 %	33	10 %	+ 4 %
SEATTLE, WA	494	114	23 %	- 1 %	37	8 %	+ 3 %
KANSAS CITY, MO	297	70	24 %	- 1 %	25	8 %	+ 1 %
MILWAUKEE, WI	263	59	22 %	%	12	5 %	+ 1 %
BUFFALO, NY	359	78	22 %	+ 3 %	29	8 %	+ 3 %
DAYTON, OH	268	70	26 %	%	29	11 %	+ 1 %
COLUMBUS, OH	310	68	28 %	%	45	15 %	+ 3 %
PORTLAND, OR	425	114	27 %	+ 3 %	27	6 %	+ 1 %
TAMPA-ST. PETERBURG	348	80	23 %	+ 1 %	26	8 %	%
CHARLOTTE, NC	288	60	21 %	+ 2 %	28	10 %	+ 2 %
MEMPHIS, TN	231	52	23 %	+ 1 %	34	15 %	+ 2 %
GREENVILLE-SPARTANSBURG, SC	207	47	23 %	%	18	9 %	+ 1 %
JOHNSTOWN, PA	133	28	21 %	%	2	2 %	%
BIRMINGHAM, AL	177	48	27 %	+ 2 %	18	10 %	%
NASHVILLE, TN	303	66	22 %	+ 1 %	27	9 %	+ 1 %
DENVER, CO	395	91	23 %	- 2 %	31	8 %	%
TOLDEO, OH	206	48	23 %	- 1 %	14	7 %	+ 2 %
HARRISBURG, PA	129	36	28 %	+ 2 %	4	3 %	+ 1 %
			%	%		%	%

TABLE VII
FULL TIME
TOTAL BY MARKET

MARKET	Total Employment	WOMEN			MINORITY		
		Total 1972	% 1972	% Change From 1971	Total 1972	% 1972	% Change From 1971
GRAND RAPIDS, MI	178	31	17 %	+ 1 %	9	5 %	- 1 %
SYRACUSE, NY	253	59	23 %	+ 2 %	21	8 %	+ 2 %
WHEELING, WV STEUBENVILLE, OH	116	23	20 %	- 1 %	4	3 %	- 1 %
GREENSBORO, NC	243	53	22 %	%	22	9 %	+ 1 %
ALBANY, NY	217	41	19 %	+ 2 %	9	4 %	+ 1 %
FLINT, MI	174	44	25 %	+ 3 %	16	9 %	- 1 %
LOUISVILLE, KY	301	61	20 %	- 2 %	18	6 %	%
HUNTINGTON, WV	186	46	25 %	+ 3 %	15	8 %	+ 1 %
RALEIGH-DURHAM, NC	218	52	24 %	+ 1 %	18	8 %	%
OKLAHOMA CITY, OK	284	59	21 %	- 1 %	40	14 %	+ 5 %
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%

TABLE VIII

State by State

Proportion of Minority Population and Proportion of Minority Employment in Top Four Job Categories and Total Full Time Positions

STATE	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
ALABAMA	26 %	1 %	5 %	6 %	2 %	10 %
ALASKA	21.1 %	0 %	0 %	0 %	0 %	0 %
ARKANSAS	18.8 %	2 %	8 %	7 %	0 %	8 %
ARIZONA	9.3 %	6 %	7 %	11 %	4 %	12 %
CALIFORNIA	10.9 %	9 %	15 %	12 %	11 %	12 %
CONNECTICUT	6.4 %	0 %	11 %	7 %	8 %	7 %
COLORADO	4.2 %	1 %	11 %	5 %	0 %	8 %
DISTRICT OF COLUMBIA	72.3 %	4 %	25 %	12 %	15 %	18 %
FLORIDA	15.8 %	3 %	7 %	10 %	1 %	11 %
GEORGIA	26.1 %	2 %	9 %	9 %	3 %	11 %
HAWAII	61.2 %	29 %	37 %	43 %	50 %	41 %
IOWA	1.4 %	2 %	3 %	1 %	0 %	3 %
IDAHO	1.9 %	0 %	3 %	0 %	0 %	3 %
ILLINOIS	13.6 %	5 %	15 %	7 %	8 %	10 %
INDIANA	7.1 %	1 %	7 %	5 %	1 %	6.2 %
KANSAS	5.5 %	0 %	3 %	6 %	0 %	4.6 %

TABLE VIII
State by State

Proportion of Minority Population
and Proportion of Minority Employment in
Top Four Job Categories and Total Full Time Positions

STATE	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
KENTUCKY	7.6 %	1 %	6 %	4 %	3 %	6 %
LOUISIANA	30.2 %	3 %	7 %	6 %	6 %	10.9 %
MASSACHUSETTS	3.7 %	7 %	6 %	10 %	2 %	10.6 %
MARYLAND	18.5 %	6 %	9 %	7 %	4 %	11 %
MICHIGAN	11.7 %	5 %	8 %	5 %	4 %	8 %
MAINE	.6 %	0 %	0 %	0 %	0 %	0 %
MISSOURI	10.6 %	1 %	8 %	3 %	6 %	8 %
MINNESOTA	1.8 %	0 %	5 %	2 %	0 %	2 %
MISSISSIPPI	37.1 %	3 %	10 %	14 %	0 %	12 %
MONTANA	4.5 %	4 %	0 %	0 %	0 %	2 %
NEBRASKA	8.3 %	3 %	15 %	0 %	4 %	5 %
NORTH CAROLINA	23.4 %	1 %	8 %	6 %	1 %	8 %
NORTH DAKOTA	2.9 %	0 %	0 %	2 %	3 %	0 %
NEW HAMPSHIRE	.6 %	0 %	0 %	0 %	0 %	0 %
NEW JERSEY	11.4 %	50 %	58 %	58 %	42 %	49 %
NEW MEXICO	9.8 %	11 %	7 %	8 %	6 %	8 %

TABLE VIII
State by State

Proportion of Minority Population and Proportion of Minority Employment in Top Four Job Categories and Total Full Time Positions

STATE	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
NEVADA	8.2 %	3 %	5 %	3 %	0 %	6 %
NEW YORK	13.1 %	5 %	9 %	7 %	8 %	11 %
OHIO	9.4 %	4 %	9 %	6 %	7 %	10 %
OKLAHOMA	11.1 %	6 %	4 %	8 %	2 %	12 %
OREGON	2.8 %	1 %	6 %	3 %	0 %	5 %
PENNSYLVANIA	8.9 %	4 %	8 %	4 %	7 %	8 %
RHODE ISLAND	3.3 %	0 %	6 %	5 %	0 %	5 %
SOUTH CAROLINA	30.7 %	3 %	8 %	5 %	0 %	11 %
SOUTH DAKOTA	5.2 %	5 %	4 %	3 %	0 %	4 %
TENNESSEE	16.3 %	2 %	7 %	9 %	4 %	10 %
TEXAS	13.3 %	6 %	10 %	8 %	4 %	13 %
UTAH	2.5 %	0 %	3 %	1 %	0 %	2 %
VIRGINIA	19.1 %	0 %	10 %	10 %	11 %	10 %
VERMONT	.3 %	0 %	0 %	0 %	0 %	0 %
WASHINGTON	4.6 %	2 %	8 %	7 %	2 %	7 %
WEST VIRGINIA	4.4 %	0 %	8 %	3 %	0 %	7 %

TABLE VIII
State by State

Proportion of Minority Population
and Proportion of Minority Employment in
Top Four Job Categories and Total Full Time Positions

STATE	% Minority Population	% Minority Officials & Managers	% Minority Professionals	% Minority Technicians	% Minority Sales	% Minority Full Time
WISCONSIN	3.5 %	0 %	5 %	4 %	0 %	3 %
WYOMING	2.8 %	0 %	0 %	0 %	0 %	0 %

TABLE IX

FULL TIME
EMPLOYMENT TOTALS BY STATES

STATE	Total Employment	WOMEN			MINORITY		
		Total 1972	% 1972	% Change From 1971	Total 1972	% 1972	% Change From 1971
ALABAMA	618	145	24 %	+ 2 %	62	10 %	%
ALASKA	54	13	24 %	+ 3 %	0	0 %	%
ARKANSAS	415	82	20 %	+ 2 %	33	8 %	%
ARIZONA	598	151	25 %	+ 1 %	69	12 %	+ 2 %
CALIFORNIA	3734	849	23 %	+ 1 %	563	12 %	+ 3 %
CONNECTICUT	338	70	21 %	- 1 %	25	7 %	%
COLORADO	540	123	23 %	%	43	8 %	+ 1 %
DISTRICT OF COLUMBIA	721	156	22 %	+ 2 %	131	18 %	%
FLORIDA	1978	478	24 %	+ 1 %	212	11 %	%
GEORGIA	1072	270	25 %	%	115	11 %	+ 1 %
GUAM	25	7	28 %	- 8 %	15	60 %	+ 5 %
HAWAII	195	37	19 %	- 1 %	79	41 %	+ 6 %
IOWA	654	128	20 %	- 1 %	18	3 %	%
IDAHO	149	36	24 %	+ 1 %	4	3 %	+ 1 %
ILLINOIS	2266	514	23 %	%	236	10 %	+1 %
INDIANA	955	217	23 %	%	60	6.2 %	%
KANSAS	430	93	22 %	%	20	4.6%	%
KENTUCKY	502	98	20 %	%	30	6 %	%
LOUISIANA	746	161	22 %	+ 1 %	82	10 %	+ 1 %
MASSACHUSETTS	971	201	21 %	+ 1 %	103	10 %	+ 3 %
			%	%		%	%

TABLE IX
FULL TIME
EMPLOYMENT TOTALS BY STATES

STATE	Total Employment	WOMEN			MINORITY		
		Total 1972	% 1972	% Change From 1971	Total 1972	% 1972	% Change From 1971
MAINE	290	68	23 %	+ 1 %	0	0 %	%
MARYLAND	508	104	21 %	+ 1 %	56	11 %	+ 1 %
MICHIGAN	1276	257	20 %	%	104	8 %	%
MISSOURI	1248	291	23 %	- 1 %	98	8 %	+ 1 %
MINNESOTA	759	171	23 %	%	18	2 %	- 1 %
MISSISSIPPI	365	82	23 %	+ 3 %	42	12 %	+ 1 %
MONTANA	141	30	21 %	%	3	2 %	%
NEBRASKA	323	60	19 %	%	15	5 %	- 2 %
NORTH CAROLINA	1064	234	22 %	+ 1 %	87	8 %	+ 1 %
NORTH DAKOTA	283	50	18 %	+ 1 %	1	%	%
NEW HAMPSHIRE	27	3	11 %	- 2 %	0	0 %	%
NEW JERSEY	105	16	15 %	- 2 %	51	49 %	+ 3 %
NEW MEXICO	202	40	20 %	%	17	8 %	+ 2 %
NEVADA	234	48	21 %	- 1 %	15	6 %	+ 1 %
NEW YORK	2780	660	24 %	+ 2 %	296	11 %	+ 2 %
OHIO	2237	512	23 %	%	214	10 %	+ 1 %
OKLAHOMA	626	135	22 %	- 1 %	72	12 %	+ 3 %
OREGON	619	162	26 %	+ 2 %	29	5 %	+ 1 %
PENNSYLVANIA	1771	373	21 %	%	152	9 %	+ 1 %
PUERTO RICO	352	60	17 %	%	275	78 %	- 15 %
			%	%		%	%

TABLE IX
FULL TIME
EMPLOYMENT TOTALS BY STATES

STATE	Total Employment	WOMEN			MINORITY		
		Total 1972	% 1972	% Change From 1971	Total 1972	% 1972	% Change From 1971
RHODE ISLAND	178	38	21 %	- 3 %	8	5 %	+ 2 %
SOUTH CAROLINA	451	113	25 %	+ 1 %	51	11 %	+ 2 %
SOUTH DAKOTA	154	40	26 %	- 2 %	6	4 %	+ 1 %
TENNESSEE	924	208	23 %	+ 1 %	88	10 %	+ 2 %
TEXAS	2704	591	22 %	+ 1 %	359	13 %	+ 1 %
UTAH	305	65	21 %	- 1 %	5	2 %	%
VIRGINIA	632	136	22 %	+ 1 %	63	10 %	+ 3 %
VIRGIN ISLANDS	29	4	17 %	+ 7 %	13	54 %	+ 16 %
VERMONT	65	16	25 %	+ 2 %	0	0 %	- 1 %
WASHINGTON	775	191	25 %	%	53	7 %	+ 2 %
WEST VIRGINIA	438	106	24 %	+ 2 %	31	7 %	+ 1 %
WISCONSIN	901	175	19 %	- 1 %	27	3 %	%
WYOMING	53	11	21 %	+ 3 %	0	0 %	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%
			%	%		%	%

Total Full Time Employment
States Increasing or
Decreasing Women and Minority Employment

STATES RAISING PERCENTAGE		
STATES	WOMEN	MINORITY
ALABAMA	2 %	
ALASKA	3 %	
ARKANSAS	2 %	
ARIZONA	1 %	2 %
CALIFORNIA	1 %	3 %
COLORADO		1 %
WASHINGTON, D.C.	2 %	
FLORIDA	1 %	
GEORGIA		1 %
GUAM		5 %
HAWAII		6 %
IDAHO	1 %	1 %
ILLINOIS		2 %
LOUISIANA	1 %	1 %
MASSACHUSETTS	1 %	3 %
MARYLAND	1 %	1 %
MAINE	1 %	
MISSOURI		1 %
MISSISSIPPI	3 %	1 %
NORTH CAROLINA	1 %	1 %
NORTH DAKOTA	1 %	
NEW JERSEY		3 %
NEW MEXICO		2 %

STATES LOWERING PERCENTAGE		
STATES	WOMEN	MINORITY
CONNECTICUT	1 %	
GUAM	8 %	
HAWAII	1 %	
IOWA	1 %	
MISSOURI	1 %	
MINNESOTA		1 %
NEBRASKA		2 %
NEW HAMPSHIRE	2 %	
NEW JERSEY	4 %	
NEVADA	1 %	
OKLAHOMA	1 %	
PUERTO RICO		15 %
RHODE ISLAND	3 %	
SOUTH DAKOTA	2 %	
UTAH	1 %	
VERMONT		1 %
WISCONSIN	1 %	

Total Full Time Employment
States Increasing or
Decreasing Women and Minority Employment

STATES RAISING PERCENTAGE			STATES LOWERING PERCENTAGE		
STATES	WOMEN	MINORITY	STATES	WOMEN	MINORITY
NEVADA		1 %			
NEW YORK	2 %	2 %			
OHIO		1 %			
OKLAHOMA		3 %			
OREGON	2 %	1 %			
PENNSYLVANIA		1 %			
RHODE ISLAND		2 %			
SOUTH CAROLINA	1 %	2 %			
SOUTH DAKOTA		1 %			
TENNESSEE	1 %	2 %			
TEXAS	1 %	1 %			
VIRGINIA	1 %	3 %			
VIRGIN ISLANDS	7 %	16 %			
VERMONT	2 %				
WASHINGTON		2 %			
WEST VIRGINIA	2 %	1 %			
WYOMING	3 %				

APPENDIX C

GRAPHS

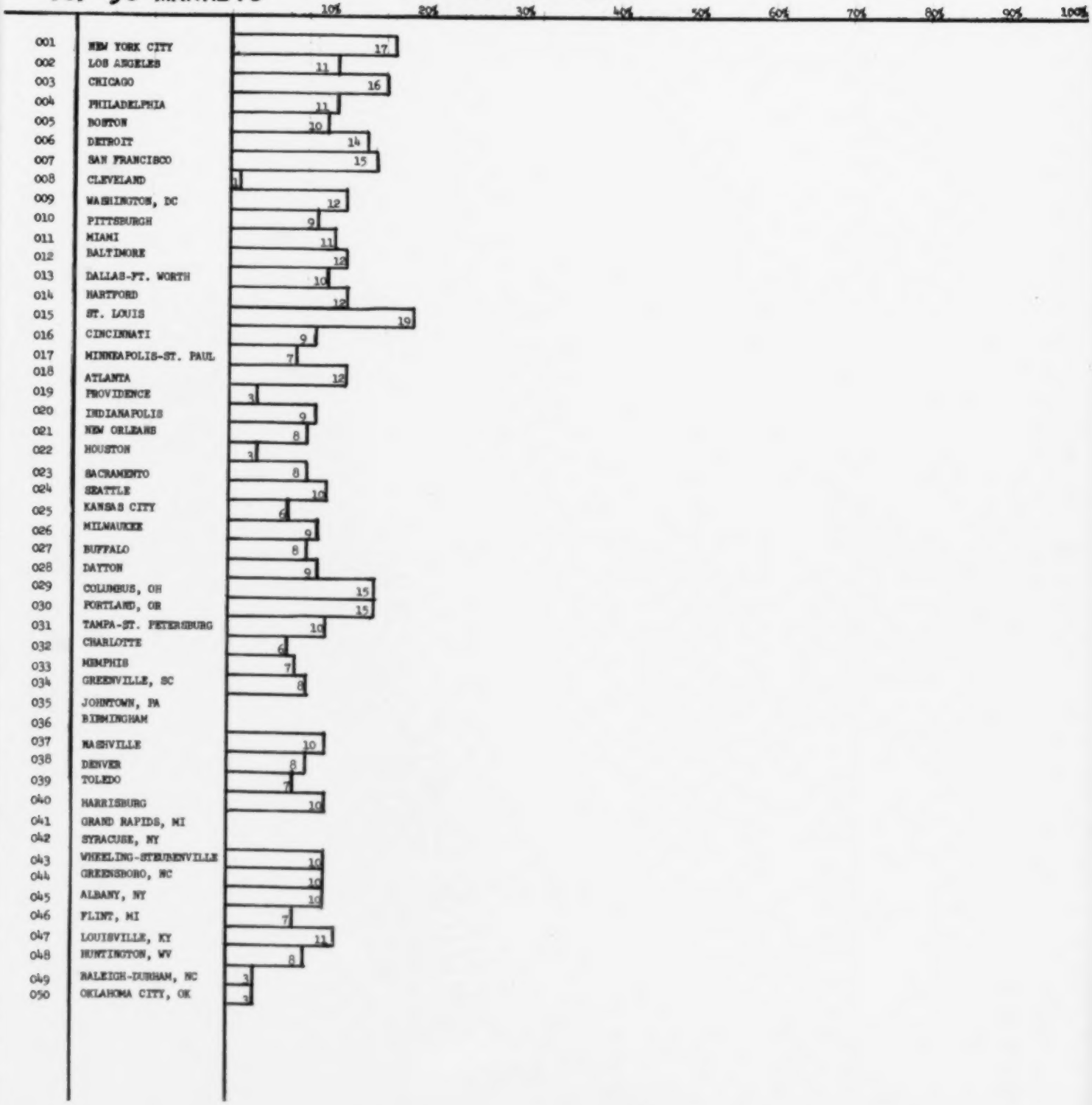
Top Fifty Markets
Minority Group Members and Women

Proportion of fuli time employees, 1972

Proportion of employees in upper four job categories, 1972

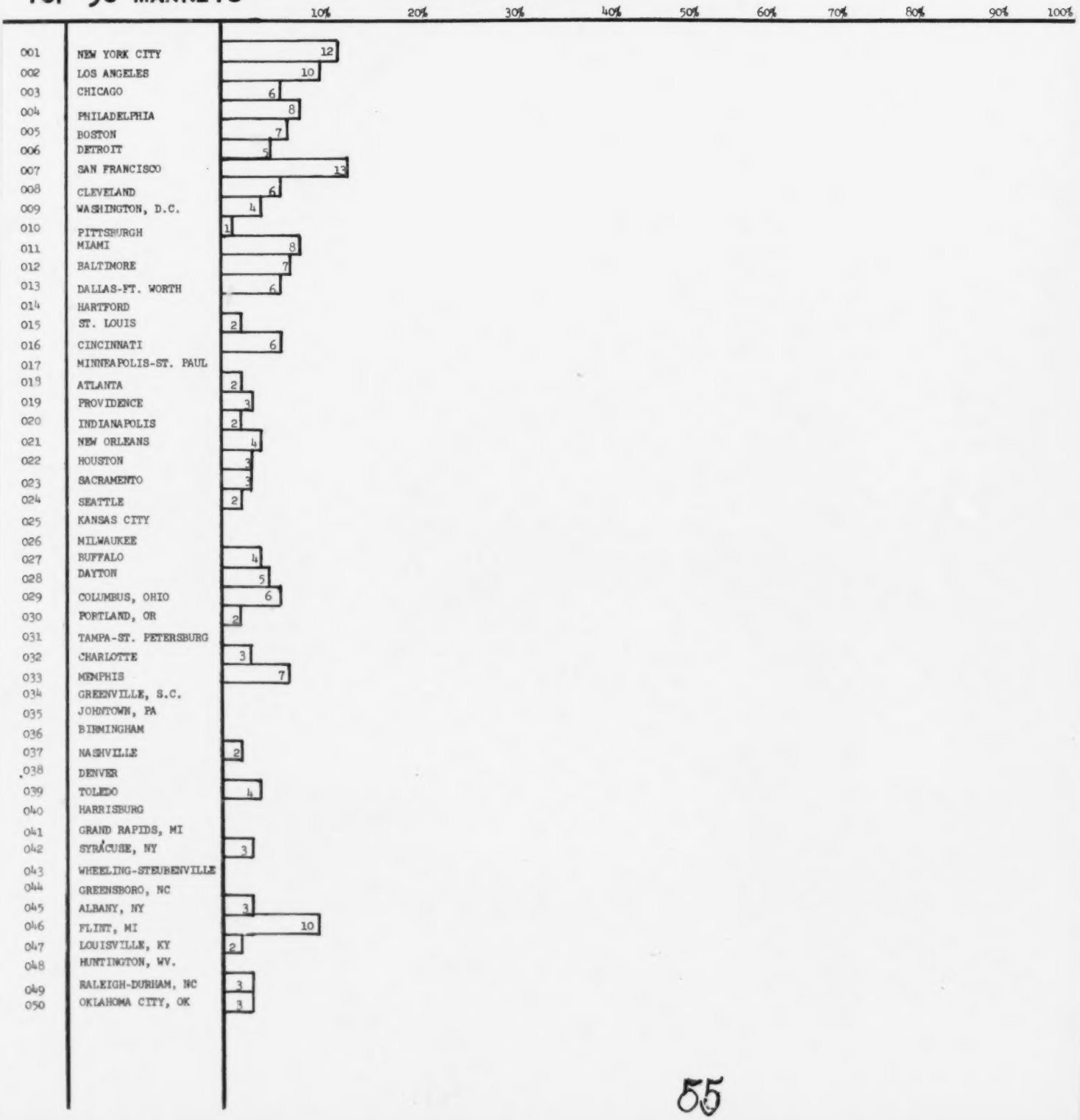
PROPORTION OF OFFICIALS AND MANAGERS WHO ARE WOMEN

TOP 50 MARKETS



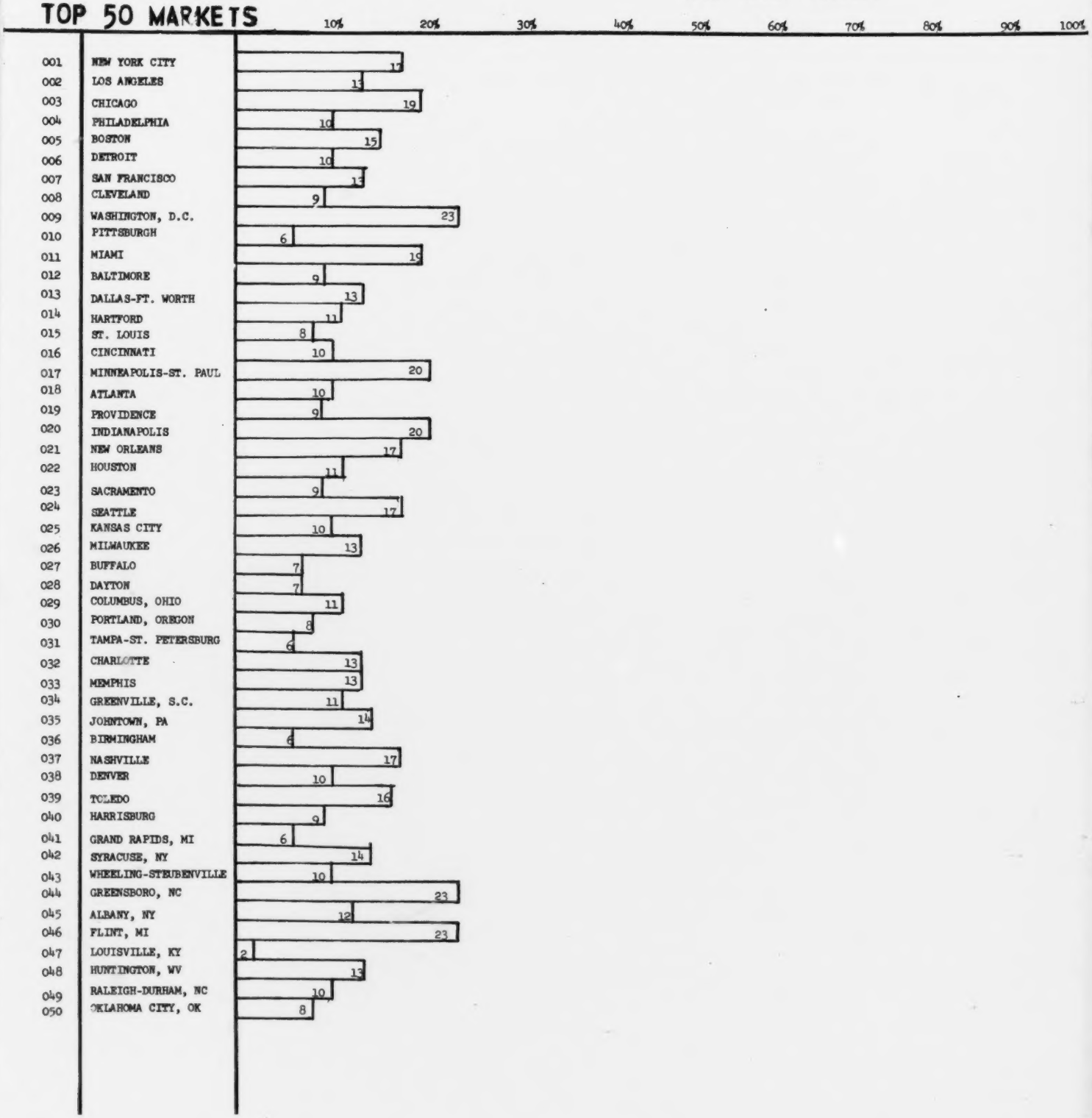
PROPORTION OF OFFICIALS AND MANAGERS WHO ARE MEMBERS OF MINORITY GROUPS

TOP 50 MARKETS

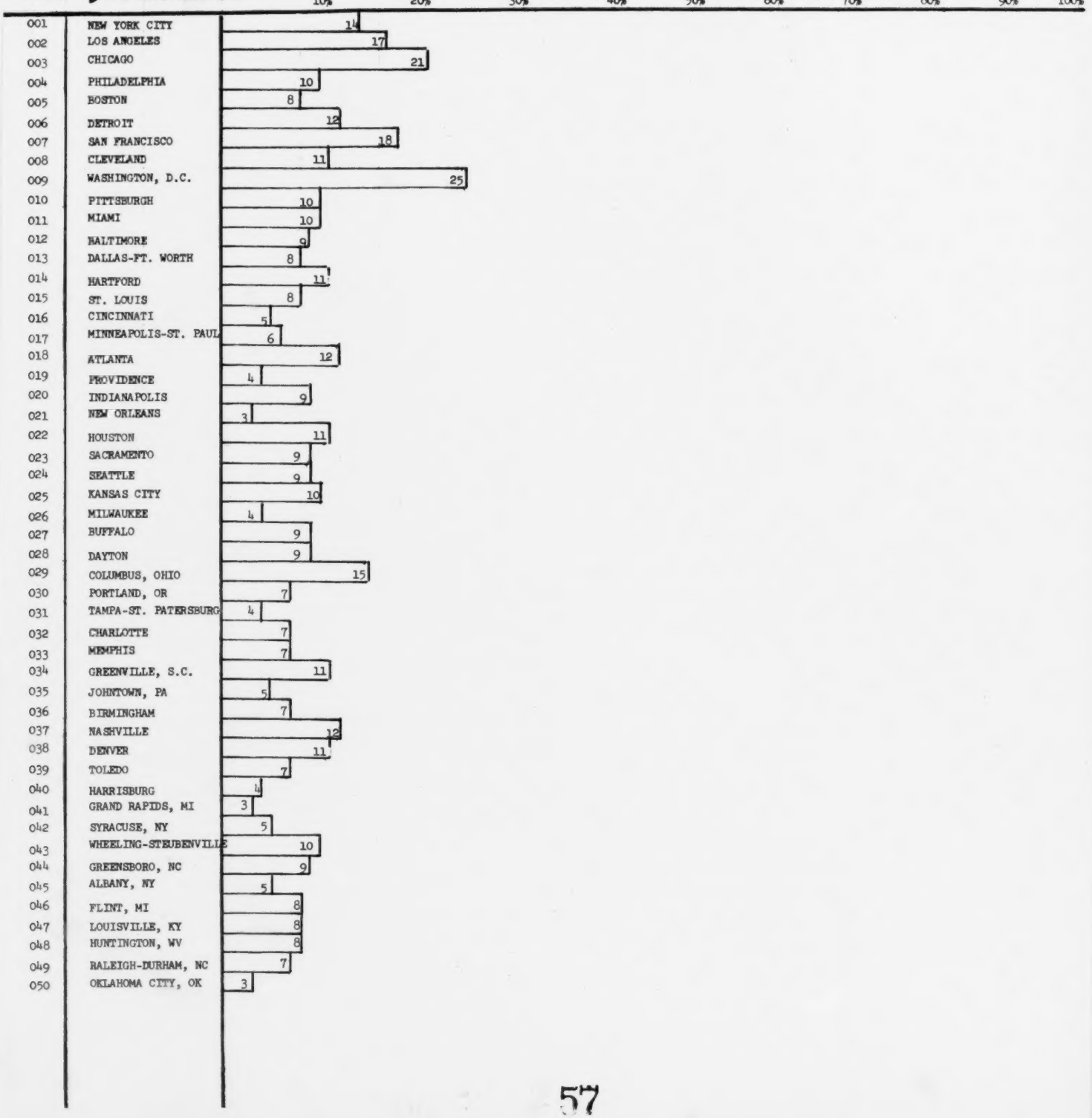


PROPORTION OF PROFESSIONALS WHO ARE WOMEN

TOP 50 MARKETS



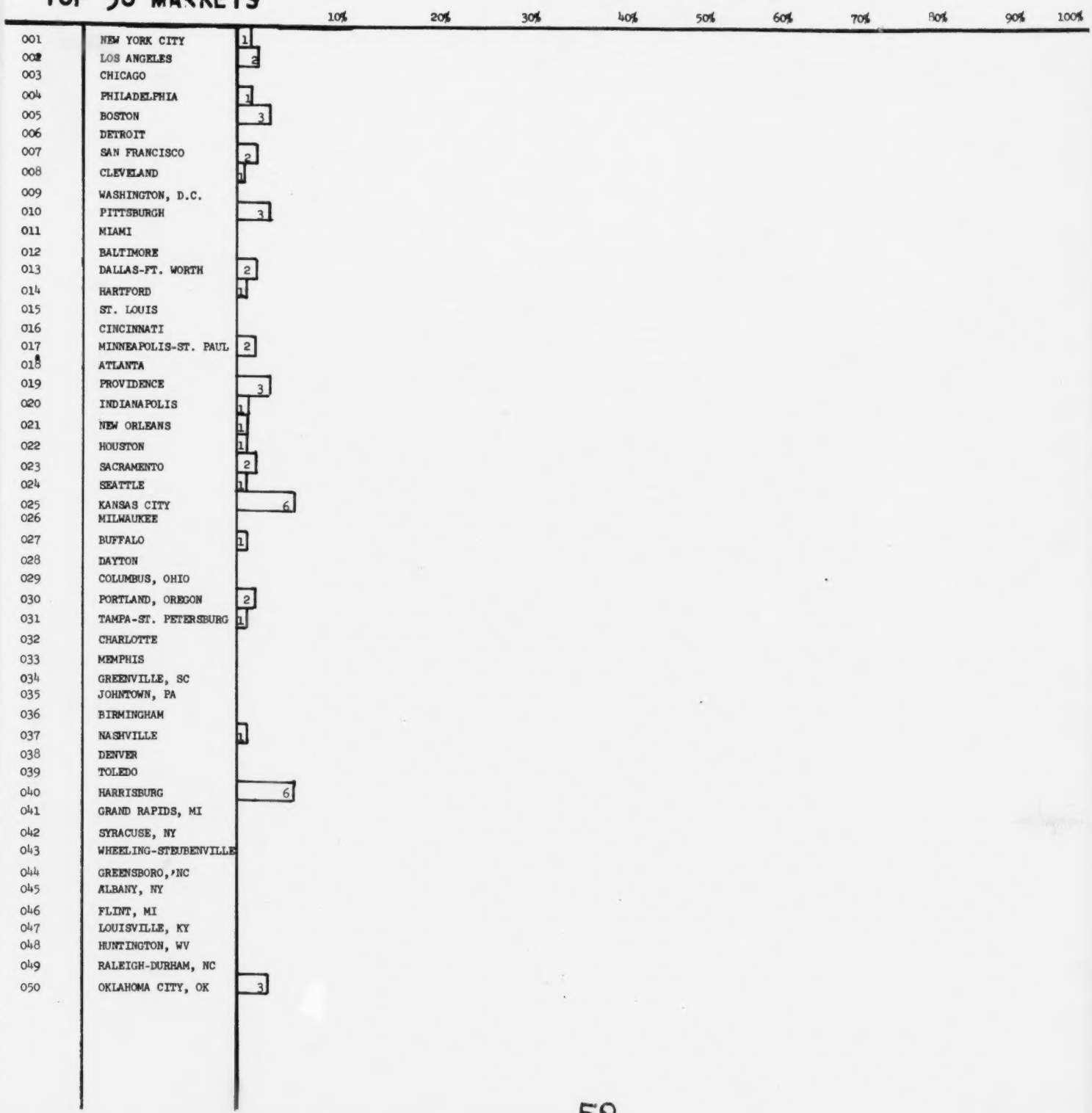
PROPORTION OF PROFESSIONALS
WHO ARE MEMBERS OF MINORITY GROUPS
TOP 50 MARKETS



PROPORTION OF TECHNICIANS

WHO ARE WOMEN

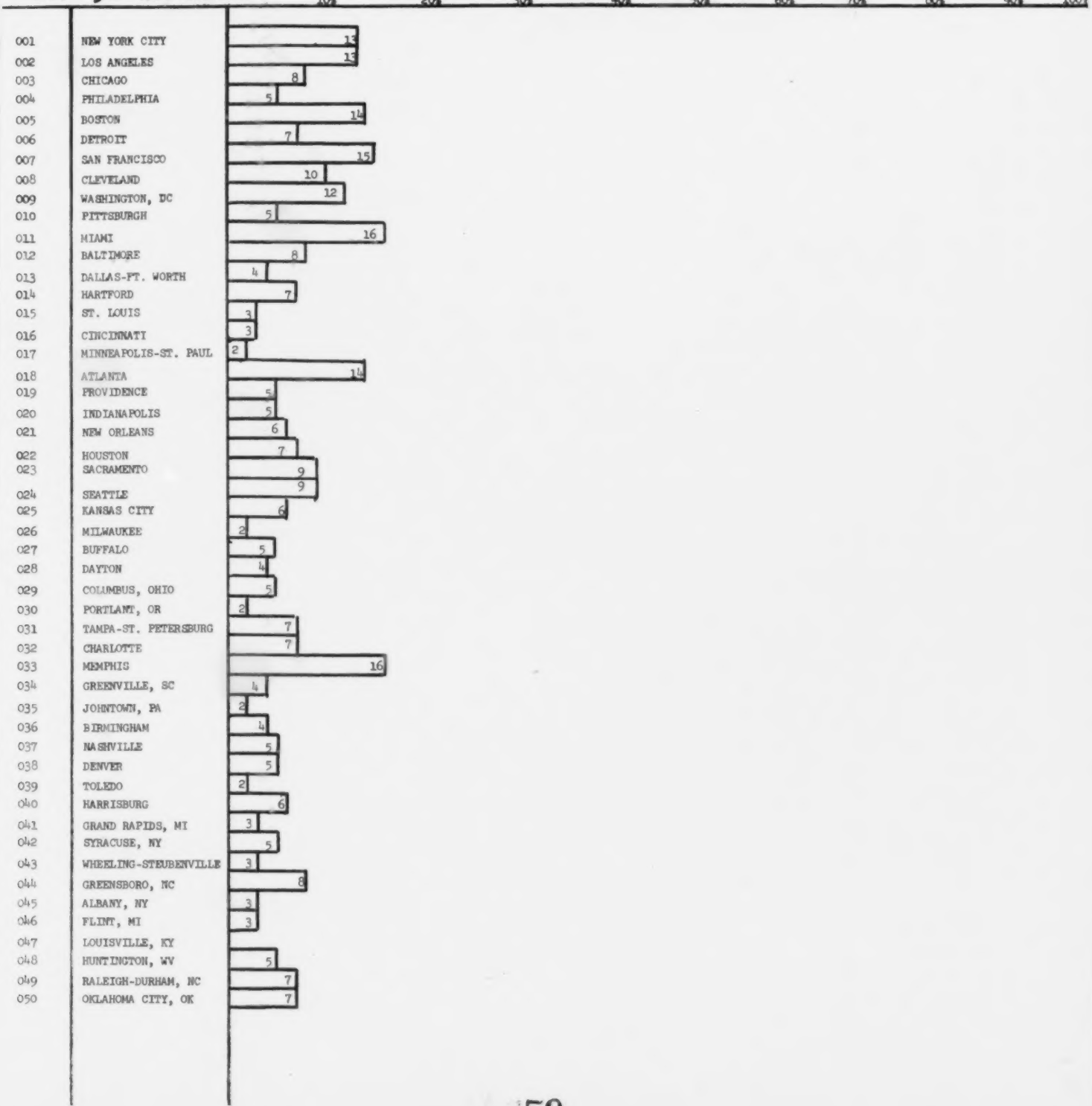
TOP 50 MARKETS



PROPORTION OF TECHNICIANS

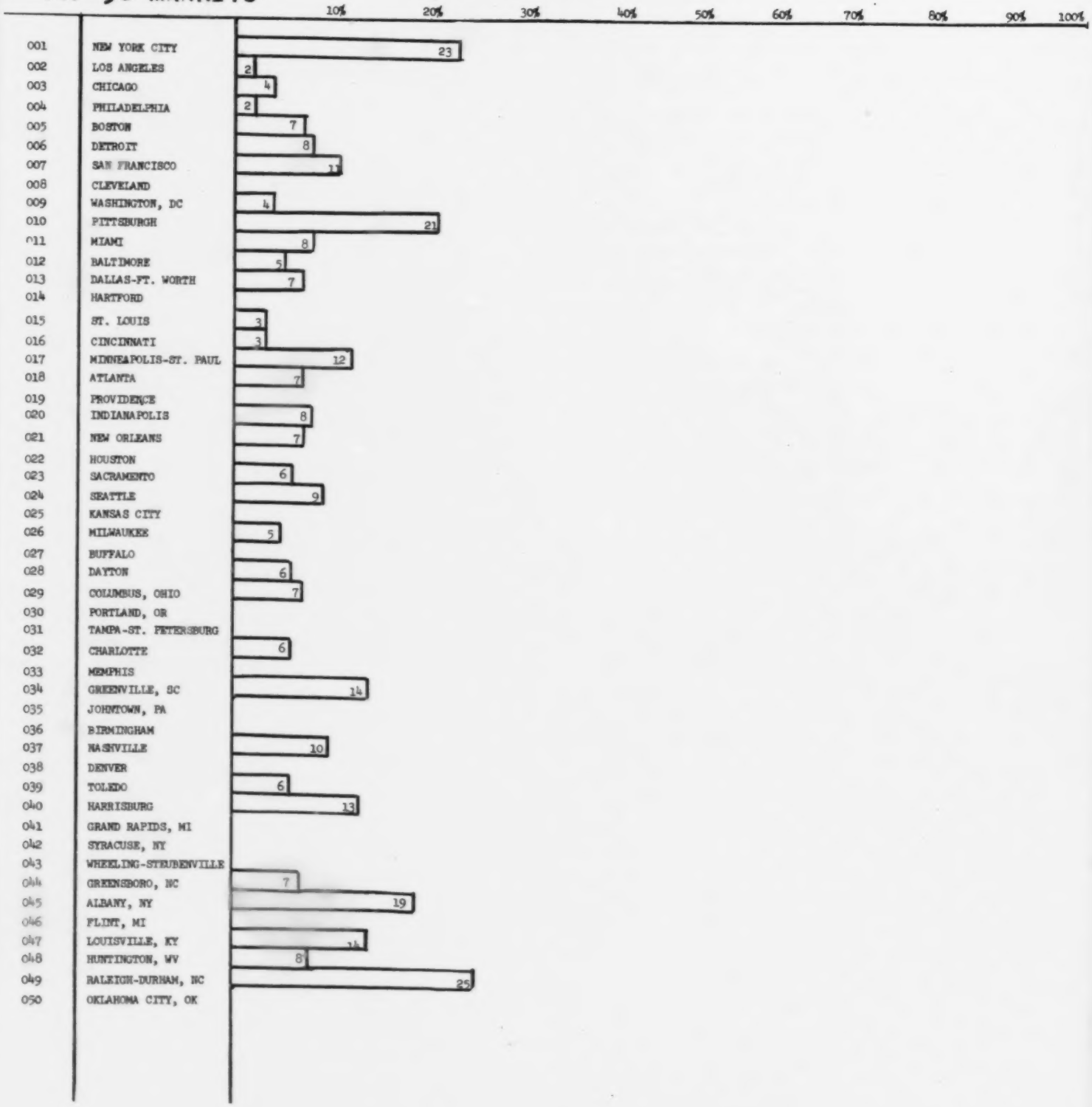
WHO ARE MEMBERS OF MINORITY GROUPS

TOP 50 MARKETS



PROPORTION OF SALES WORKERS WHO ARE WOMEN

TOP 50 MARKETS



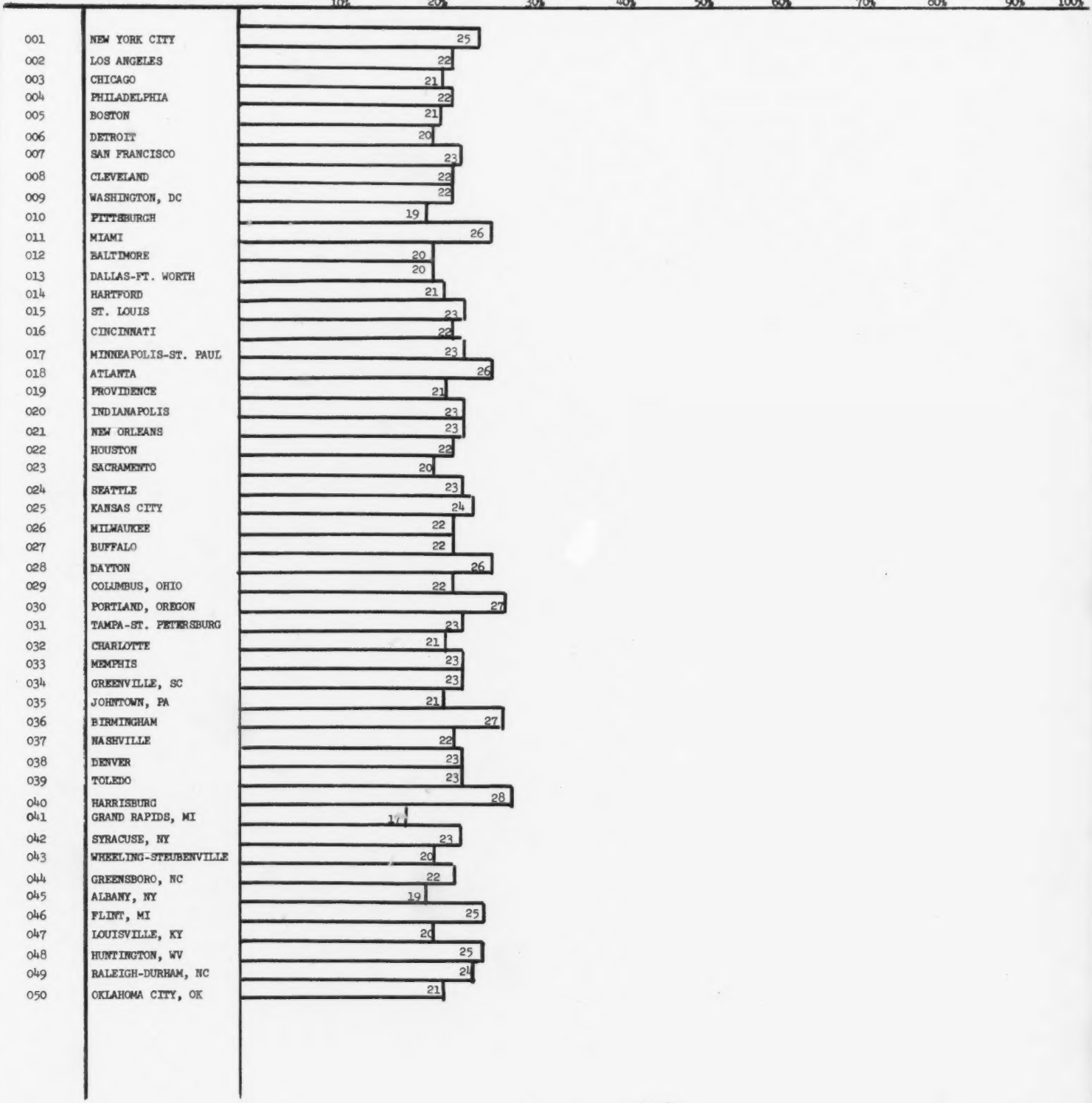
PROPORTION OF SALES WORKERS

WHO ARE MEMBERS OF MINORITY GROUPS

TOP 50 MARKETS

PROPORTION OF FULL TIME EMPLOYEES

TOP 50 MARKETS WHO ARE WOMEN



PROPORTION OF FULL TIME EMPLOYEES WHO ARE MEMBERS OF MINORITY GROUPS

TOP 50 MARKETS